



Job title	Strength and Conditioning Coach	Job family and level	Administrative, Professional and Managerial Level 3
School/ Department	Sport	Location	University Park Campus

Purpose of role

This post holder will be a member of the strength and conditioning team at UoN Sport, planning and implementing a comprehensive programme of support for designated sports and athletes. The role holder will support and implement the S&C delivery strategy across the High-Performance Zone in the David Ross Sports Village, ensuring the safe and effective performance development of athletes and teams. The role will also involve working with performance sports coaches and partner organisations based within and external to the University.

The role will support the delivery of the Vision for Sport to deliver an outstanding performance environment within a sector leading facility and establish the University as the first choice for students wishing to combine a top-quality education with an outstanding sporting experience.

	Main responsibilities (Primary accountabilities and responsibilities expected to fulfil the role)	% time per year
1	Strength and conditioning program delivery: <ul style="list-style-type: none">Design and deliver sports specific, innovative, and effective strength and conditioning programs in collaboration with specialists, coaches, and sport science personnel at the University of Nottingham.Ensure the strength and conditioning program at the University aligns with and is delivered in compliance with professional guidelines and recommendations.Engage and apply knowledge of skills in Performance Sport and successfully demonstrate enhanced physical performance, injury prevention, and holistic well-being of athletes. The candidate will demonstrate this through evidenced based practice.Work collaboratively with staff in the Sports injury clinic to develop Strength and Conditioning programs that ensure principles of science are reflected in adaptation; periodization; peaking; tapering; injury prevention; rehabilitation; recovery and athlete screening/assessment.Ensure that the delivery of the strength and conditioning service effectively meets its commitments to and supports scholar athletes,	60%

	<p>performance and other relevant team athletes, coaches, and partner organizations.</p> <ul style="list-style-type: none"> • Within the rules of professional confidentiality liaise with athletes, primary care managers, parents, coaches, and other support staff as appropriate. • Work within the rules of the UK Professional Code of Conduct, standards, and guidelines, and, where appropriate, University/NGB codes, standards, and guidelines. • Analyze best and emerging Strength and Conditioning practice in the sector and develop the S&C program accordingly 	
2	<p>Support delivery of wider range of performance services</p> <ul style="list-style-type: none"> • Proactively engage with club coaches to deliver an interdisciplinary approach to performance development, fitness, and S&C • Support pre-season training, periodized fitness testing and other interventions to monitor and improve performance. • Bring together expertise from across the University to support the development of a new sports performance unit. 	15%
3	<p>Partnership & Income generation:</p> <ul style="list-style-type: none"> • Ensure strong communication and partnership working with partners such as NGBs, TASS, EIS and other external contractors and partners in the provision of S&C services to performance athletes at the University of Nottingham and in the local catchment. • Work collaboratively with other external and internal deliverers of services within the High-Performance Zone to ensure appropriate outcomes • Support the S&C team with income generating activities e.g., workshops, training camps, qualification delivery, academic delivery etc. • Ensure effective delivery of the TASS cohort of athletes' strength and conditioning requirements in accordance with TASS specifications. • 	15%
4	<p>Strength & Conditioning facilities & Services</p> <ul style="list-style-type: none"> • Manage, develop, and enhance the existing facilities and assist with the design of a new Performance Centre. • Support the S&C team with maintaining facility use expectations • Support the S&C service with administrative tasks related to delivery of the service 	5%
5	<p>Remain current and up to date in strength & conditioning:</p> <ul style="list-style-type: none"> • Maintain knowledge of current developments within the areas of strength & conditioning, sports performance, and sport science, and to organize staff training, as necessary. • Stay up to date with the latest developments and maintain a high profile for the University's performance programme through attending related workshops and seminars and help mentor / develop other staff as UKSCA coaches and disseminate relevant information to other sports staff. 	3%

	<ul style="list-style-type: none"> To encourage opportunities to publicise activities of the University, 	
6	<p>Other</p> <ul style="list-style-type: none"> Raise the national and international profile of UoN as a leading centre for performance sport and coaching Scholar Recruitment support and assessment Event Support – Provide support at key university and sport department events including but not limited to: Open Days, Prospect Days, BUCS Big Wednesday, BUCS nationals, Sport Scholarship Awards and Induction Events, Welcome Fairs. Varsity, Support the delivery of athlete performance lifestyle if required 	2%

Person specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> • Ability to deliver complex information in a simple and straightforward way • Ability to support and motivate both athletes and staff • Understand and demonstrate practical application of meeting the legal and ethical requirements arising from working with talented athletes • Aware of relevant Health and Safety protocols • Ability to engage and build strong meaningful and formal relationships with key internal and external stakeholders and partners • Ability to communicate effectively in a concise and confident manner, to persuade and influence a range of individuals / groups • Strong IT skills including detailed use of Microsoft office packages • Ability to work in a team and individually under pressure • Ability to prioritise own workload • Excellent problem solving and decision-making skills 	<ul style="list-style-type: none"> ▪
Knowledge and experience	<ul style="list-style-type: none"> ▪ Significant employment in the provision of strength and conditioning services to athletes and coaches to improve performance ▪ Experience of developing and implementing innovative ideas and putting them into practice, including working in an applied and integrated manner. ▪ Experience in the provision of strength and conditioning services to student-athletes ▪ Experience of planning, implementation and monitoring of strength and conditioning to performance athletes. ▪ Experience of developing and implementing innovative ideas and 	<ul style="list-style-type: none"> ▪ Experience of working in the HE sector ▪ Passion for and belief in student sport ▪ Knowledge or experience of handling sensitive data and an understanding of Data Protection legislation.

	<p>putting them into practice, including working in an applied and integrated manner..</p> <ul style="list-style-type: none"> ▪ Experience of working within a multi-disciplinary team in the delivery of strength and conditioning services to performance sport. ▪ Excellent anatomical knowledge and ability to apply this to an elite strength and conditioning setting. ▪ Evidence of an ability to work proactively with a high level of initiative ▪ An understanding of the performance requirements of high level sport in the HE sector. ▪ Demonstrated ability to analyse a range of sports types in relation to their individual biomechanical needs (e.g. racket sports, team sports, physiology-based sports). ▪ An ability to demonstrate up to date knowledge of strength and conditioning techniques and injury prevention. ▪ Understand and demonstrate practical application of meeting the legal and ethical requirements arising from working with talented athletes ▪ An understanding of the various sports science and medicine disciplines ▪ An understanding of the performance requirements of high-level sport in the HE sector. ▪ Knowledge of the multidisciplinary nature of elite athlete support and the interconnectivity between those elements 	
<p>Qualifications, certification, and training (relevant to role)</p>	<ul style="list-style-type: none"> • A qualification at degree level (or equivalent) in sports science specialising in the area of physical preparation of elite athletes • UKSCA Accredited coach status held • First Aid Qualification • Evidence of basic literacy and numeracy i.e., GCSE Maths and English Grade C or above. 	<ul style="list-style-type: none"> • TALS qualification • Membership of relevant professional body • A qualification at higher degree level (or equivalent) specialising in the physical preparation of elite athletes

Statutory, legal, or special requirements	<ul style="list-style-type: none"> • A professional and flexible approach to work • Positive, self-motivated, and enthusiastic • Passion for sport • Committed to providing a high level of customer service 	
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The University of Nottingham is focused on embedding equality, diversity and inclusion in all that we do. As part of this, we welcome a diverse population to join our work force and therefore encourage applicants from all communities, particularly those with protected characteristics under the Equality Act 2010.

Expectations and behaviours

The University has developed a clear set of core expectations and behavior's that our people should be demonstrating in their work, and as ambassadors of the University's strategy, vision, and values. The following are essential to the role:

Valuing people	Is friendly, engaging, and receptive, putting others at ease. Actively listens to others and goes out of way to ensure people feel valued, developed, and supported.
Taking ownership	Is clear on what needs to be done encouraging others to take ownership. Takes action when required, being mindful of important aspects such as Health & Safety, Equality, Diversity & Inclusion, and other considerations.
Forward thinking	Drives the development, sharing and implementation of new ideas and improvements to support strategic objectives. Engages others in the improvement process.
Professional pride	Is professional in approach and style, setting an example to others; strives to demonstrate excellence through development of self, others, and effective working practices.
Always inclusive	Builds effective working relationships, recognizing and including the contribution of others; promotes inclusion and inclusive practices within own work area.

Key relationships with others



