

## JOB DESCRIPTION

**JOB TITLE** Senior Strength & Conditioning Coach (England Netball)

**SALARY** £43,329

**GRADE** E

**HOURS** 37

**LOCATION** Loughborough

### ROLE SUMMARY

As the Lead Strength and Conditioning Coach for the Roses athletes in the World Class Programme, you will be at the helm of managing and advancing our strength and conditioning services. This critical role involves collaborating within a multi-disciplinary team to uphold and elevate a world-class high-performance training environment. It will require International competition support (this season, 29.08.24-07.10.24, 18-28.11.24 tbc), further UK-based competition support (this season, 11-17.11.24, 13-27.01.25), camp support mainly based in Loughborough (Jul-Jan) and some domestic travel (Feb-Jun).

You will oversee the Pathway Strength & Conditioning Coach, setting ambitious objectives aligned with Netball's physical preparation goals. This position demands a highly collaborative approach, fostering a dynamic partnership where ongoing evaluation of progress is essential. Your efforts will be integral in driving performance improvements across the sport, working in concert with the multi-disciplinary team. In collaboration with NGB staff and the UKSI Head of Performance Support, you will spearhead the development and implementation of strength and conditioning programs. These programs will be scientifically designed to optimise training phases, maximise performance peaks, and aid in injury rehabilitation.

In this pivotal role, you will engage proactively and strategically with Netball Superleague (NSL) clubs and ensure a smooth transition between our settings. The role requires excellent engagement skills to facilitate effective alignment with a netball physical preparation philosophy. When appropriate, the role requires you to support and motivate athletes remotely, utilising various means to monitor their progress and wellbeing. Furthermore, you will support and collaborate with strength and conditioning coaches within the clubs, working together to enhance the support structure for the athletes housed within them, thereby fostering a unified approach to athlete development.

### KEY RESPONSIBILITIES

- Manage and develop the strength and conditioning service delivery and facility provision for England Netball through the programming and delivery of leading-edge strength and conditioning services.
- Ensure that the delivery of the strength and conditioning service meets its commitments to athletes, coaches and England Netball, including appropriate training objectives.
- Work with coaches and support staff within England Netball to deliver an interdisciplinary approach to performance development.
- Work within the rules of professional confidentiality, liaise with athletes, primary care managers, parents, coaches and other support staff as appropriate within the UKSI Code of Conduct, standards and guidelines.
- Engage with and support continuous professional development, this includes anti-doping training, i.e. UKAD Accredited Advisor Certification.
- Can demonstrate knowledge and awareness of Athlete Support Personnel roles and responsibilities under the current World Anti-Doping Code.

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- Work closely with the Head Coach and Head of Performance Support and lead on the physical elements of the performance planning strategy.
  - Identify and facilitate appropriate communication methods, including workshops, to inform and educate athletes, coaches and Performance Directors in the effective use of strength and conditioning.
  - Maintain a comprehensive, indexed database of work conducted with athletes and coaches.
  - Develop strong relationships with Netball Superleague (NSL) Physical Development teams to ensure alignment of testing and monitoring, programming for England Netball athletes.
- Contribute to knowledge development, aggregation and sharing across the organisation to support the development of world class strength & conditioning services to England Netball and the wider high-performance system.
  - Embed equality, diversity and inclusion values and principles in all ways of working and in the delivery of the Performance Planning Strategy.
  - Attend, contribute to and provide regular reports at appropriate meetings associated with the programme and to key stakeholders including other UKSI and NSL colleagues, and NGB staff.
  - Lead on the development of a community of practice for NSL S&C Coaches during the process of professionalisation of the NSL

## ROLE DIMENSIONS

### REPORTS TO DIRECT REPORTS BUDGET ACCOUNTABILITY

Head of Performance Support  
Pathway S&C Coach  
N/A

## KEY RELATIONSHIPS

- England Netball coaches and support staff
  - UKSI Support staff
  - Pathway S&C Coach
- Athletes
  - Head of Performance Support
  - NSL Head Coaches and S&C Coaches

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### PERSON SPECIFICATION

COMPETENCY AREA	ESSENTIAL / DESIRABLE	ASSESSED BY
<b>Qualifications</b>		
Degree level (or equivalent) in sports science or related area, specialising in physical preparation of elite athletes	<b>Essential</b>	<b>Sight of certificates</b>
Higher degree level (or equivalent) specialising in the physical preparation of elite athletes	<b>Desirable</b>	<b>Sight of certificates</b>
<b>Experience</b>		
Extensive experience in the provision of strength and conditioning service, including coaching to athletes and coaches to improve performance. This experience should include work with national teams and their athletes.	<b>Essential</b>	<b>Application Interview</b>
Extensive experience of analysing the demands of a sport in relation to the performance outcomes and identify the strength and conditioning requirements. To develop, implement and evaluate strength and conditioning programmes for individual athletes within these sports	<b>Essential</b>	<b>Application Interview Assessment</b>
Extensive experience of strategic planning including individual programming supported by specific diagnostics and monitoring which inform the coaching process	<b>Essential</b>	<b>Application Interview</b>
Extensive verifiable record of working within a multi-disciplinary team in the delivery of strength and conditioning services to high performance sport	<b>Essential</b>	<b>Application Interview</b>
Extensive experience of dealing with national performance programmes within National Governing Bodies of sport	<b>Essential</b>	<b>Application Interview</b>
Direct line management experience	<b>Essential</b>	<b>Application Interview</b>
<b>Knowledge and Skills</b>		
Excellent understanding of the needs of elite athletes and coaches in a high-performance environment	<b>Essential</b>	<b>Assessment Interview</b>
Thorough understanding of the various sports science and sports medicine disciplines	<b>Essential</b>	<b>Application Interview</b>
Excellent anatomical knowledge and ability to apply this within a strength and conditioning environment	<b>Essential</b>	<b>Interview</b>
Thorough knowledge of and proven ability to teach barbell lifts, supplementary exercises and ground-based drills including how to correct common faults with appropriate diagnostics and monitoring	<b>Essential</b>	<b>Assessment</b>
Thorough knowledge and proven ability in constructing strength, speed/change of direction and fitness-based training schedules both gym and field based, with appropriate diagnostics and monitoring including an indexed database of work conducted with athletes	<b>Essential</b>	<b>Assessment Interview</b>
Highly skilled in modifying strength and conditioning programmes according to the results of assessment data, in conjunction with coaches and other support staff	<b>Essential</b>	<b>Interview</b>
Ability to competently scientifically validate and interpret the methodology of test protocols and data and other scientific data	<b>Essential</b>	<b>Interview</b>
Highly skilled in communicating complex data in terms that are easily understood by a wide range of audiences	<b>Essential</b>	<b>Interview</b>

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COMPETENCY AREA	ESSENTIAL / DESIRABLE	ASSESSED BY
Excellent coaching skills including the ability to adapt to the environment to motivate behavioural change and augment performance	<b>Essential</b>	<b>Interview</b>
Proven skills in the performance management of staff to ensure their effective operation, job satisfaction and personal development including work allocation, training, performance reviews and discipline.	<b>Essential</b>	<b>Interview</b>
Skilled in building and maintaining productive relationships with high performance staff within national governing bodies of sport	<b>Essential</b>	<b>Interview</b>
Can demonstrate knowledge and awareness of Athlete Support Personnel roles and responsibilities under the 2015 World Anti-Doping Code	<b>Desirable</b>	<b>Interview</b>
Having the willingness to engage with and support continuous professional development in anti-doping, i.e. UKAD Accredited Advisor Certification	<b>Desirable</b>	<b>Interview</b>
Embedding equality, diversity and inclusion values and principles in all ways of working and in the delivery of the Performance Planning Strategy	<b>Essential</b>	<b>Application Interview</b>
<b>May be required to work athletes under 18 (DBS check required)</b>	<b>Yes</b>	

All UKSI practitioners are expected to engage with and support training and professional development in anti-doping, i.e., Introduction to Clean Sport, safeguarding and GDPR. Practitioners are also expected to adhere to all UKSI policies and procedures and show commitment to promoting and supporting equality, diversity, and safeguarding within sport

**END OF JOB DESCRIPTION**