

JOB DESCRIPTION

JOB TITLE	Strength & Conditioning Coach (UK Athletics Paralympic Program)
SALARY	£34,431 to £37,692 p.a.
GRADE	F
HOURS	37 hours per week and may include working outside normal office hours at evenings and weekends and on Public Holidays.
LOCATION	The normal place of work is the High Performance Athletics Centre (Loughborough University, LE11 3TU), however will require you to travel to and work at other sites.

ROLE SUMMARY

This role is responsible for delivering the strength and conditioning services for athletes on the Great Britain Para-Athletics World Class Programme (WCP). Working within an inter-disciplinary team, the postholder will contribute to the creation of world-class, high-performance training environments that support athletes in achieving success at the Paralympic Games and other major championships. The successful candidate will deliver evidence-based physical preparation strategies and provide consistent, high-quality coaching support both in person and remotely. This includes the design, implementation, and evaluation of strength and conditioning programmes tailored to the specific demands of para-athletes and their events. The role will collaborate closely with the Head of Performance Support, the Head of Paralympic Performance, and key stakeholders within UK Athletics to advance the understanding of the physical characteristics required for medal-winning performances at LA 2028 and beyond. This includes contributing to the development and validation of event-specific assessment and monitoring protocols.

KEY RESPONSIBILITIES

- With guidance from the Head of Performance Support, develop the Para Athletics strength and conditioning provision through effective programming, coaching and delivery.
- Deliver high quality, in-person and remote strength and conditioning coaching that effectively supports physical development, is aligned to performance goal and minimises injury risk in WCP para-athletes.
- Work with coaches and support staff within UK athletics to develop and validate a para athletics specific assessment battery.
- Lead on the development and delivery of para-athletics strength and conditioning pathway, and ensure this pathway is aligned to the WCP.
- Maintain a comprehensive, indexed database of work conducted with athletes and coaches.
- Work with Head of Paralympic Performance, coaches and support staff within UK athletics to deliver an interdisciplinary approach to performance development
- Foster positive and effective working relationships with WCP athletes and coaches.
- Attend, contribute to and provide regular reports at appropriate meetings associated with the programme and to key stakeholders including external coaches and external support staff.
- Ensure service delivery aligns with professional codes of conduct, confidentiality rules, and the Code of Conduct and guidelines.
- Have the willingness to engage with and support continuous professional development in anti-doping, i.e. UKAD Accredited Advisor Certification

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ROLE DIMENSIONS

REPORTS TO
DIRECT REPORTS
BUDGET ACCOUNTABILITY

Head of Performance Support
N/A
N/A

KEY RELATIONSHIPS

- Head of Performance support
- Head of Paralympic Performance
- UKA Coaches and support Staff
- External coaches and support staff
- UKSI Support Staff

- Athletes and Parents/ Carers
- Performance support Staff

PERSON SPECIFICATION

COMPETENCY AREA	ESSENTIAL / DESIRABLE	ASSESSED BY
Qualifications		
Degree (or equivalent) in sports science or related subject, specialising in physical preparation of elite athletes	Essential	Application
Higher degree (or equivalent) specialising in the physical preparation of elite athletes	Desirable	Application
Experience		
Experience of providing strength and conditioning services (including coaching) to athletes and coaches to improve performance. This experience should include work with national teams and their athletes.	Essential	Application Interview
Experience of analysing the demands of a sport in relation to the performance outcomes and identifying the strength and conditioning requirements. To develop, implement and evaluate strength and conditioning programmes for individual athletes within that sport	Essential	Interview
Experience of working within a multi-disciplinary team in the delivery of strength and conditioning services to high performance sport	Essential	Application Interview
Experience of strategic planning including individual programming supported by specific diagnostics and monitoring, which informs the coaching process	Essential	Application Interview
Experience of dealing with national performance programmes within National Governing Bodies of sport	Essential	Application Interview
Knowledge and Skills		
An understanding of the needs of elite athletes and coaches in a high performance environment	Essential	Interview

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COMPETENCY AREA	ESSENTIAL / DESIRABLE	ASSESSED BY
An understanding of the various sports science and sports medicine disciplines	Essential	Interview
Anatomical knowledge and ability to apply this within a strength and conditioning environment	Essential	Interview
Knowledge of and ability to teach barbell lifts, supplementary exercises and ground based drills including how to correct common faults with appropriate diagnostics and monitoring	Essential	Interview
Knowledge and ability to construct 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	Essential	Interview
Ability to modify strength and conditioning programmes according to the results of assessment data, in conjunction with coaches and other support staff	Essential	Interview
Ability to scientifically validate and interpret the methodology of test protocols and data and other scientific data	Essential	Interview
Ability to communicate complex data in terms that are easily understood by a wide range of audiences	Essential	Interview
Excellent coaching skills including the ability to adapt to the environment to motivate behavioural change and have a positive impact on performance	Essential	Interview
An interest in sport and recognition of the importance of promoting and supporting equality, safeguarding and anti-doping within sport	Essential	Interview
Skilled in building and maintaining productive relationships with high performance staff within national governing bodies of sport	Essential	Interview
Can demonstrate knowledge and awareness of Athlete Support Personnel roles and responsibilities under the 2015 World Anti-Doping Code	Desirable	Interview
Having the willingness to engage with and support continuous professional development in anti-doping, i.e. UKAD Accredited Advisor Certification	Desirable	Interview
May be required to work athletes under 18 (DBS check required)	Yes	

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