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| Job Title | Strength & Conditioning Coach Womens First Team |
| Reporting to | Director of Medical Services |
| Location | WBA Training Ground, Carrington’s Way, 430 Birmingham Road, Walsall, WS5 3LQ and/or WBA Academy, EPPP Building, Halfords Lane, West Bromwich, B71 4LG. |
| Line Management Responsibility | N/A |
| Main Purpose | The Women’s Senior Team Strength & Conditioning Coach will be responsible for the screening, monitoring, and conditioning of all 1st Team women players combined with an expert level of physical programming of all players. In addition, the role will involve liaison and interaction of The Medical and Sports Science Department to provide alignment of services across the organisation and provide multiple learning and development. To function and contribute to a world class level of Multidisciplinary Team working to ensure the best level of care and treatment of all West Bromwich Albion players. |
| Working Hours | 12 hours per week which may include evenings, weekends and bank holidays as required and in line with business needs. |

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| DUTIES & RESPONSIBILITIES |
| Your main responsibilities for this role include, but are not limited to the following: * To liaise with the Head Coach, Director of Medical and any other relevant club personnel and report on the physical conditioning and development of all 1st Team Women players.
* To undertake match day duties, primarily Sundays or any other days when Women 1st Team games are being played.
* To attend all Women 1st Team training sessions.
* To ensure sports science service provision is implemented to the best of their abilities.
* To maintain discipline as set out in the West Bromwich Albion F.C. Code of Conduct.
* To implement an expert level physical programming for all players.
* To attend periodic MDT meetings held by the Director of Medical.
* To maintain continuous professional development (CPD) and fulfil a programme of Continual Professional Development (CPD) as determined from time to time by the profession, attend education conferences and seminars organised by The Football Association and support the sports science education functions of The Football Association.
* To maintain comprehensive physical records on the computerised sports science database in accordance with club requirements.
* Demonstrate and produce detailed and expert level of notes for all fit and injured players at the Women 1st Team level.
* Demonstrate and maintain expert level of communication skills with all key stake holders that are involved in the care of all Women 1st Team players.
* To assist in the designing, implementing, assessing, and managing the physical screening and injury prevention programme.
* To maintain close relationships and team working with other West Bromwich Albion Physiotherapists and Sports Scientists, so that a service alignment can be shared across the organisation in the development and conditioning of players both fit and injured
* To organise, contribute and participate within workshops that educate and inform the players on all relevant medical and sport science topics.
* To record, analyse and report a comprehensive audit on all conditioning aspects of the job including half year and full year reports for the Head Coach and Director of Medical and all relevant staff as required.
* To maintain a clean and professional working environment within medical and sports science working facility.
* To ensure appropriate discipline is maintained in all designated areas of the club.
* To maintain and adhere to West Bromwich Albion’s Child Protection, Health, Safety and Equal Opportunity procedures.
* To adhere to a strict code of confidentiality in respect of any information relating to West Bromwich Albion and its operation.
* To undertake any other duties commensurate to the post as seen appropriate by the Director of Medical Services.
* Availability to discuss any urgent physical cases i.e., long term injury management/complex cases as they arise.
* Drive and deliver in house CPD opportunities for medical staff in conjunction with First Team and Academy performance departments.
* Lead all warm-ups & post-match conditioning for players in match day squads.
* Lead weekly pitch based conditioning sessions & gym sessions where required.
* Manage the GPS system and reporting.
* Create and maintain a tracking system and manage loading for players.
* To contribute positively to the Clubs vision and culture
* To promote and adhere to the Equality, Diversity and Inclusion Policy and to work consistently to embed ED&I into everything.
* To ensure the working environment is free from harassment and discrimination and any other form of unacceptable behaviour.
* To fully participate in one-to-ones and departmental reviews and meetings.
* To fully participate in annual and mid-term appraisals.
* To understand the Club’s Safeguarding policy, procedures and best practice guidelines and use these to ensure appropriate and safe working practices applicable to the role.
* To promote and assist with Safeguarding.
* To carry out CPD and keep up to date with any training and updates relevant to the role.
* To ensure the health & safety within the Club for self and others is adhered to at all times.
* To carry out all responsibilities with due regard to the Club values and all policies and procedures, in particular Health & Safety, Equality and Diversity and Safeguarding.
* To undertake all required training, including mandatory Club Equality and Diversity, Safeguarding and Health and Safety training.

The duties and responsibilities described are not a comprehensive list and additional tasks may be assigned to the employee from time to time; or the scope of the job may change as necessitated by business demands. |
| PERSON SPECIFICATION |
| Essential Criteria | **Desirable Criteria** |
| * A relevant degree programme in Sports Science or a Sport Science related discipline.
* Evidence of completion or working towards either The FA's Level 3 Physical Performance Award, CSCS or UKSCA accreditation.
* The FA First Aid in Football Qualification
* Knowledge and understanding of child protection issues including holding a current FA Safeguarding Children Workshop certificate
* An accepted Enhanced FA CRB (Criminal Records Bureau) Disclosure
* A successful and verifiable record of enhancing the physical development of female athletes.
* An extensive and up to date CPD portfolio.
* Ability to enhance the professionalism of the Medical and Sports Science Department.
* In-depth knowledge of Athletic Development.
* Excellent role model for players.
* Highly organised and methodical approach to workload
* Confidential and diplomatic
* Excellent communication skills both written and verbally
* Full driving license
* Right to Work in the UK
 | * An in-depth knowledge and understanding of all phases of the Return to Play (RTP) pathway.
* Experience and in-depth knowledge on screening, monitoring, assessing, and conditioning of elite athletes.
* Ability to communicate (verbal and written) with the multidisciplinary team and key stake holders involved in the care of the West Bromwich Albion player.
* To be proactive and versatile in their approach in achieving successful outcomes.
* The ability to manage resources and information particularly medical records.
* A willingness to work flexibly and show a proactive approach within agreed boundaries
* Understanding of Health and Safety and its application to a sporting environment.
* Energy and enthusiasm, with the ability to enthuse and inspire elite athletes.
* To be responsible for own continuous professional development.
* Experience of working collaboratively within a multidisciplinary team.
* Will be required to attend The FA Safeguarding Children in Football Workshop and other appropriate CPD events.
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**Equality and Diversity**

West Bromwich Albion FC is an equal opportunities employer and is committed to provide equality and fairness for all employees and opposes all forms of unlawful and unfair discrimination and positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status or pregnancy and maternity.

West Bromwich Albion Football Club also welcomes applications from suitably qualified members of the armed forces family.

**Applications will only be accepted when received through our online vacancy platform iRecruit:**

[**https://irecruit.efl.com/vacancies**](https://irecruit.efl.com/vacancies)

**Safer Recruitment**

West Bromwich Albion is committed to safeguarding and promoting the welfare of children, young people and adults at risk, therefore expects all staff and volunteers to share this commitment.

WBA’s Safeguarding, Equality and Whistleblowing policies can be accessed here <https://www.wba.co.uk/club/about-us/club-policies>

It is unlawful for the Club to employ anyone who is involved with regulated activity who is barred from doing so and we will carry out rigorous pre-employment checks and screening.

An Enhanced DBS, References, Qualifications, Proof of Identity and Right Work in the UK checks will be required and carried out prior to commencement in this post.

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| **Signed** | **Name** | **Date** |
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