



Blackburn Rovers **Community Trust**

'Inspiring change in **our** community - **together**'

Job Specification

Girls Emerging Talent Centre (ETC) Strength and Conditioning Coach (S&C)

Official charitable arm of Blackburn Rovers Football Club

Ewood Park Stadium, Blackburn, Lancashire, BB2 4JF, United Kingdom
rovers.co.uk | @brfctrust | 01254 508139





Organisation	Blackburn Rovers Community Trust (BRCT)
Position	Girls Emerging Talent Centre (ETC) Strength and Conditioning Coach (S&C)
Salary	£13.00 p/h
Location	Blackburn Rovers Football Club, Ewood Park Stadium, Blackburn, BB2 4JF
Type of Contract	3.5 hours ETC, with opportunities for additional casual hours
Additional Benefits:	• Pension scheme • Generous sick pay scheme • An internal staff wellbeing group to support staff welfare • Continuous personal development opportunities • Additional pay for working matchday and community initiatives • Official Blackburn Rovers staff uniform/tracksuit • Access to a multi-faith prayer room • 50% discount on food and drink during the week in Blues Bar, Ewood Park • Complimentary lunch on pay day at Blues Bar • Family Friendly • Access to complimentary staff match tickets • Free parking at Ewood Park



“Inspiring change in our community - together”

What we look for:

At Blackburn Rovers Community Trust, we strive to create an environment where each and every employee has the potential for personal growth and where their impact directly drives success on and away from the pitch.

As the official charity of a prestigious professional football club, we are committed to building careers and are always look for people who:

- Think ahead and are not afraid to generate innovative ideas
- Value and respect themselves and others, build relationships, collaborate across the Community Trust and club and prioritise the Community Trust's achievements rather than their own
- Get things done efficiently and effectively, deliver to the highest standards and take responsibility

Life at Blackburn Rovers Community Trust:

Our staff and volunteers are our most important and greatest assets and we provide a vibrant, enjoyable and rewarding work environment.

The Community Trust operates out of two main core sites:

- Ewood Park (Darwen End Stand and the Blackburn Rovers Indoor Centre)
- Our Lady and St John's Catholic College

Supporting the two core sites, we operate from a number of schools, community centres and grassroots settings.

Who we are:

Blackburn Rovers Community Trust (BRCT) is a successful award-winning charity that is continuing to grow as a sustainable dynamic organisation that positively impacts on the local community. We employ over 45 full-time staff and engage with over 40,000 people annually. We are dedicated to providing the best possible services to local people through a variety of programmes which aim to upskill, create opportunities and improve the health of those we serve.





Our Vision, Mission and Values

Given the needs that our charity has identified within the local area, we have formulated a strategy to ensure that these requirements are met by our charity, providing support and opportunities for those who need them the most.

Our Values

We have a dedicated and determined group of staff who are all committed to ensuring that our values are embedded in everyday thinking, from planning to fundraising to delivery. It is essential that all connected with Blackburn Rovers Community Trust share in these values to assist us in achieving our ambitions of:

- Building positive partnerships with like-minded organisations.
- A pro-active style in progressing the impact and quality of our work.
- An open and honest approach to working with all parts of our community.
- To ensure that anyone who wants to engage with the Trust can do so.

Our Vision is to:

Inspire change
Raise aspirations
Invest in futures
Improve health & wellbeing
Provide sports opportunities
Build a more inclusive community

Our Core Values:

Innovation
Creativity
Individuality
Inclusivity
Diversification
Proactivity
Ambition
Determination
Principles
'Family'

Our Pillars:

Encouraging Achievement
Enhancing wellbeing
Fulfilling potential
Success through sport

1.	Job Title	Girls Emerging Talent Centre (ETC) Strength and Conditioning Coach (S&C)
	Salary	£13.00 p/h
	Hours of Work	The role will include evening and weekend hours.
	Location	Blackburn Rovers Football Club, Ewood Park, Blackburn, BB2 4JF.
	Responsible To	Community Football Development Manager
	Contractual Status	3.5-hours ETC, with opportunities for additional casual hours
	Closing Date	27 th July 2026
	Interview Date	w/c 3 rd August 2026
2.	Overall purpose of the Job	Blackburn Rovers Community Trust (BRCT) is the award-winning independent charitable arm of founding member of the EFL and the Premier League - Blackburn Rovers FC. Using the brand of Blackburn Rovers FC and the power of football and sport for positive social change, we are seeking to appoint a Strength and Conditioning Coach within the ETC. You will deliver physiotherapy services to all players involved within the Emerging Talent Centre (ETC) players. To promote and protect the health and wellbeing of all players within the ETC and to work within the code of conduct and good practice of the Chartered Society of Physiotherapy.
3.	Duties and Responsibilities	Physical Performance Development • Ensure ETC players experience a safe, secure, and supportive environment. • Be an advocate and guardian of the women's and girls' game. • Contribute to the ETC curriculum ensuring there is S&C provision which complements the football programme. • Understand the physical plan for ETC players, ensuring delivery aligns with the Women's team. • Deliver the ETC physical development programme, including: ○ Design and deliver individualised athletic development programmes as well as group training sessions ○ Provide injury rehabilitation training of players as directed by the physiotherapist/sports therapist, in preparation for return to training ○ Design and deliver a fitness testing programme. Use the results to drive group and individual training programmes ○ Work with Physiotherapist/Sports Therapist to develop and support an activation/prehab programme • Maintain a comprehensive database of work conducted with athletes and coaches. Keep records which meet the standard required by The FA and the appropriate professional bodies. • Communicate with players and staff in the event of S&C related queries, generally and specifically.

		Educate and support ETC players with regard to their role in supporting their own physical development, injury prevention, injury care, recovery, diet and other factors relating to lifestyle away from the footballing environment. Multi-disciplinary Working & Being Part of the Club and Culture • Advise and direct ETC staff on the needs of ETC players. Attend case management meetings and provide professional opinion/input. • Educate coaches on the S&C provision and embedding physical outcomes within technical sessions. • Work with Safeguarding staff to ensure that the wellbeing and welfare of all players and staff is always an operational priority. • Be a part of the review process for all players and work as a key member of the multi-disciplinary team. • Produce regular reports to the ETC Manager on updates and the progress being made. • Look to develop relationships with organisation's where the club may have the opportunity to develop innovative strategies regarding sports science. • Be open to conversations in players regarding their development. Approach these with sound knowledge, care and understanding Self-Development • Seek feedback from others and reflect on personal behaviour and performance to identify areas for improvement. • Keep abreast of current research and evidence-based practice in the S&C field. Practitioners should undertake CPD in line with their professional body guidelines. • Keep professional qualification up to date and active by completing the relevant number of CPD points as stipulated by their awarding body. • Create and maintain a personalised Development Action Plan (DAP), taking input and feedback from a variety of sources. • Participate in internal and external professional development activities and demonstrate a commitment to undertake on-going formal education programmes. • Review personal competencies against job specification and identify areas for improvement. • Attend CPD events and undertake CPD activities in line with identified development themes.
4.	General	To always be approachable and represent Blackburn Rovers Community Trust in a professional manner regarding dress, presentation, personal hygiene, attitude, conduct and professionalism.

		To be able to work flexible and unsociable hours where the role of the job requires including some evenings, weekends and overnight stays. To contribute to a positive working and learning environment.
5. Person Specification		
	Essential	Desirable
Knowledge, Experience and Qualifications	Experience of working with young athletes. Experience of working in a football environment. Understanding of the needs of the modern young player in terms of their physical and psychological development. An up to date understanding of Child Protection and Safeguarding procedures. Has developed an understanding of the application of strength & conditioning in an applied team setting. Experience in Women's and girls' football and has knowledge of how key S&C concepts pertain to Women and girls. Experiences which have brought understanding of internal and external load monitoring, including GPS and heart rate monitoring. Experience of developing & delivering individual and group physical preparation and recovery strategies for females Knowledge of injury minimisation strategies. BSC in Sports Science or a Sport Science related discipline. FA Level 2 Introduction to First Aid in Football (EFAiF) or FA Emergency First Aid.	Experience of working with female elite players Have a knowledge of player development within the female game.

	Be a UKAD Clean Sport advisor. Hold UK Strength and Conditioning Association (UKSCA) or ASCC accreditation. If accreditation has not been obtained, evidence must be provided to demonstrate an ability to working towards obtaining it, including, but not exclusive to, the attendance of workshops. FA Safeguarding Children Certificate	
Skills	Excellent communication skills both written and verbal, placing high value on attention to detail. Strong administration, organisational and planning skills in order to meet set deadlines. An ability to adapt quickly, be flexible in the face of change and solution orientated. Ability to remain calm under pressure. Ability to anticipate and prioritise a diverse workload, managing work, time and resources cost-effectively. Flexible approach, with the ability to work alone as well as part of internal and external teams. Driven, motivated, creative and innovative in creating a positive performance culture. Demonstrates curiosity to learn and develop with a desire to progress in the women's game. Excellent inter-personal skills with an ability to build rapport and	Ability to effectively plan and prioritise workload. Strong IT skills including Microsoft Office and reporting systems.

	positive relationships with all levels of an organisation. To maintain confidentiality and discretion at all times.	
Values	The successful candidate's values must align with those of Blackburn Rovers Community Trust: • Innovation • Creativity • Individuality • Inclusivity • Diversification • Proactivity • Ambition • Determination • Principles Family	

How to apply:

To apply, please email your application form, equal opportunities form and covering letter to recruitment@brfctrust.co.uk. CVs will not be accepted.

Recruitment (recruitment@brfctrust.co.uk)
FAO: Martin Winters (Operations Director)
Blackburn Rovers Community Trust
Ewood Park
Blackburn
BB2 4JF

Please note:

The person appointed to this post will, from day-to-day, have contact with children and vulnerable adults, many of whom are under eleven years of age, and several whom may have moderate learning difficulties and/or disabilities. Therefore, the post holder will require an enhanced Disclosure Barring Service check.

Safeguarding Recruitment:

Blackburn Rovers Community Trust and Blackburn Rovers FC is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults, and expect all staff to share this commitment. The successful applicant will be required to undertake appropriate safeguarding checks as well as providing proof of right to work in the UK. The successful applicant can expect to have their personal information entered on to a Single Central Record and/or the FA's Whole Game system, which will be shared with key football and other sports governing bodies and organisations where applicable.

Equality, Diversity and Inclusion:

As we are a diverse community trust that respects differences in race, disability, gender, gender identity, sexual orientation, faith, background or personal circumstance we welcome all applications. We want



everyone to feel valued and included in the football community and to achieve their full potential. BRCT is opposed to any form of discrimination and commits itself to the redress of any inequalities by taking positive action where appropriate.

The document is a guide only and should not be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and will be amended in the light of changing needs of the organisation.

You can view Blackburn Rovers Community Trust's 2024 Impact Report by clicking [HERE](#).

