

# BURTON ALBION FC

PIRELLI STADIUM · PRINCESS WAY · STAFFORDSHIRE DE13 0AR U.K.  
01283 565938 · WWW.BURTONALBIONFC.CO.UK · COMPANY NO.488096



## JOB DESCRIPTION

JOB TITLE	1 <sup>st</sup> Team Strength and Power Coach
LOCATION	The Pirelli Stadium, Princess Way, Burton on Trent, DE13 0AR
REPORTING TO	1 <sup>st</sup> Team Lead Sports Science
DIRECT REPORTS	n/a
JOB TYPE	40 hours per week - days and times as agreed noting these may be outside of normal office hours, at evenings, weekends, on bank holidays and on public holidays for match days and events plus additional hours as and when required to meet the demands of the business.

### Job Summary

Lead the delivery of a high-performance service for First Team players, focused on enhancing on-field performance, maximizing squad availability, and supporting long-term player development.

The postholder will ensure players are physically prepared, optimally conditioned, and capable of performing at their peak.

### MAIN RESPONSIBILITIES

- **Leadership & Team Management:** Lead and coordinate the 1st Team strength and conditioning staff, overseeing recruitment, appraisal, and performance management. Ensure all team members engage in relevant and up-to-date CPD. As well as providing detailed progressions of player development pathways and evidence to support strategies prescribed.
- **Fitness Programming:** Design, implement, and monitor individualised gym based programmes tailored to player positions, match schedules, and specific needs.
- **Pre-season & In-season Conditioning:** Oversee the physical preparation of players throughout the season, working collaboratively to plan and deliver on-field and off-field conditioning sessions, including injury prevention protocols and Strength and power maintenance and development programmes.
- **Injury Prevention & Rehabilitation:** Collaborate closely with medical staff to develop effective injury prevention strategies and lead the physical rehabilitation of players, ensuring safe and effective return-to-play processes.
- **Performance Monitoring & Analysis:** Utilise performance analysis tools to track and interpret physical data from training and matches. Monitor player recovery, fatigue, and overall load, making informed recommendations to optimise performance.
- **Player Development:** Provide ongoing feedback and support to players, identifying key areas for improvement in strength, flexibility, and conditioning. Work with coaching staff to support the physical development of the squad.

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- **Multidisciplinary Collaboration:** Maintain strong communication with coaching, medical, and performance teams to ensure an integrated and player-centred approach to physical performance and development.
  - **Nutrition Support:** Work in partnership with the club nutritionist to promote optimal performance and recovery through tailored nutritional strategies and player education.
  - **Education & Innovation:** Lead on best practice within the strength and conditioning team. Stay abreast of emerging research and methodologies to ensure Burton Albion remains at the forefront of physical performance preparation.
  - **Matchday Duties:** Provide comprehensive support on matchdays, including pre-match warm-ups, managing player fitness concerns, and overseeing post-match recovery and top up conditioning protocols.
  - **Club alignment:** To work closely with academy sports science and medical staff to ensure, processes and protocols are aligned and followed enabling a seamless pathway transitioning from PDP to first team
- All employees may be required to undertake any other duties as may be reasonably requested.

## Health & Safety Responsibilities

- Take responsibility and care for the health and safety of yourself and other employees and members of the public who may be affected by your acts or omissions at work.
- To comply with all aspects of the Club's Health & Safety Policy and arrangements, to enable the company to perform its civil and statutory obligations in relation to Health & Safety.

## Safeguarding Responsibilities

- Adhering to safeguarding policies and procedures as outlined by the Club; and report any safeguarding or welfare concerns to the Designated Safeguarding Officer in the first instance
- This position required an Enhanced DBS check due to the nature of the work involved

## Equality, Diversity and Inclusion responsibilities

- Hold a commitment to equality, diversity and inclusion in the workplace and in sport

*This 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*

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## **Qualifications/Experience/Knowledge**

- BSc (Hons) Sports Science/Strength and Conditioning
- BASES accredited (or working towards this)
- At least 3-5 years previous experience in football or elite sport including experience of managing a team
- Experience of training/rehabilitation principles and a sound understanding of rehabilitation processes
- Familiarity with fitness and performance monitoring tools (eg STATSports, Vald and output sports)
- Competence use of IT Programmes and online systems

## **Person Specification – Skills/Abilities**

- Excellent communication skills with the ability to liaise with players, MDT and coaches in a professional manner
- Demonstrate consistent leadership and management skills
- Ability to work in a high pressurized environment with a flexible approach to working hours
- Attention to detail, organisation and time management skills.
- Adaptability to changing environment at short notice
- Ability to set and maintain high personal and professional standards
- Evidence of being a strong team player
- Committed to continuing professional development
- Confidential and trustworthy
- Committed to, and an understanding of, equality and diversity in sport
- Flexible approach to meet the nature and demands of the business
- Ability to meet the travel needs of the post (which includes travel to other parts of the UK and abroad as required)

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## **Code of Conduct**

The Club expects the highest standards of integrity and conduct in all matters concerning the Club and its employees. The Code of Conduct (along with the Staff Handbook) makes clear the standards of conduct expected from its employees and explains the responsibilities of the Club, as the employer. All employees are expected to act wholeheartedly in the interests of the Club at all times. Any conduct detrimental to its interests or its relations with its customers, suppliers, the general public or damaging to its public image shall be considered to be a breach of Club rules and policies. Discriminatory, offensive and violent behaviour are unacceptable and any complaints or concerns will be dealt with and acted upon.

## **Equality Inclusion & Diversity**

Burton Albion are committed to ensuring that equality, inclusion and diversity of opportunity is at the very heart of everything we do to ensure we provide fair and non-prejudicial access to the services across the Club. We uphold everyone's freedom of rights and choice to be different and aim to provide opportunities for everyone to succeed. It is the policy of the Club that no person, whether player, job applicant, employee, volunteer or customer, shall be discriminated against. The Club opposes all forms of unlawful and unfair discrimination, either direct or indirect, or harassment, on the grounds of the following 'protected characteristics': Age, Disability, Gender Reassignment, Marriage & civil Partnership, Pregnancy & Maternity, Race, Religion or Belief, Sex and Sexual Orientation. Anyone who is found to be in breach of this could receive disciplinary action, which may well include suspension and dismissal.

The Club is fully committed to the EFL Equality, Diversity & Inclusion Standards and we particularly welcome 'entry level' applications from women, individuals from Black and Minority Ethnicities, the LGBT community and anyone with a disability.

## **Safeguarding**

Burton Albion is committed to and has both a moral and legal obligation to ensure that all children and vulnerable adults are protected and kept safe from harm whilst engaged in services organised and provided by the Club and believes that the general wellbeing, welfare and safety of all children and vulnerable adults engaged in Club activities is of the utmost importance. The Club will fulfil its responsibilities by ensuring it displays best practice in safeguarding matters – including Safer Recruitment - carried out in a spirit of partnership and openness with the child or vulnerable adult, families and the relevant local authority.

Potential applicants are advised to check on the government website (<https://www.gov.uk/tell-employer-or-college-about-criminal-record/what-information-you-need-to-give>) whether cautions / convictions should be disclosed as part of their application.

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