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| <b>Job Title</b>  | Lead Strength and Conditioning Coach (Academy) | <b>Reports to</b> | Head of Sports Science and Medicine / Academy Manager |
| <b>Location</b>   | Stadium Way/ Christopher Park                  |                   |   |
| <b>Department</b>   | Academy  |                   |   |
| <b>Job purpose</b>  |  |                   |   |
| Responsible for providing to the Club's Academy Players, appropriate strength and conditioning training and monitoring as part of the Sports Science and Medicine/Performance Support Programme   |  |                   |   |
| <b>Jobs reporting into the job holder</b>   |  | N/A               |   |
| <b>Key responsibilities and duties</b>  |  |                   |   |
| <ul style="list-style-type: none"><li>• Lead the Academy Strength and Conditioning programme, strength, power, and injury prevention programs for PDP players including planning, periodising, monitoring and documenting sessions.</li><li>• Assist pitch-based speed, change of direction, agility, and conditioning sessions to PDP players.</li><li>• Lead the PDP preactivation and gym-based testing across the PDP, YDP and FP phases.</li><li>• Support and lead the strength and conditioning provision for YDP and FP players including strength, speed, movement, and power programs both as full group and on an individual basis.</li><li>• Develop and implement appropriate movement screening for players PDP, YDP and FP.</li><li>• Lead detailed injury prevention programmes for all PDP and YDP (U13 – U16) players.</li><li>• Ensure regular anthropometric testing, including regular body fat composition (PDP) for all PDP and YDP players.</li><li>• Work in collaboration with Academy medical staff on gym-based rehabilitation programmes with injured players. This may also include U21 and 1st team players on occasions.</li><li>• Support nutrition provision/ education to PDP players and educate on nutrition strategies for performance &amp; recovery.</li><li>• Work in collaboration with all members of the medical and sport science department to promote best practice and contribute to departmental CPD sessions.</li><li>• Lead U18 sports science match day support in terms of preparation, nutrition, monitoring, hydration and recovery to PDP players.</li><li>• Complete regular gym-based testing and benchmarking across all academy age groups to monitor physical development.</li><li>• Undertake CPD organised by the Club, contributing to department CPD sessions to staff and players</li></ul> |  |                   |   |
| <b>Health and safety</b>  |  |                   |   |
| <ul style="list-style-type: none"><li>• Fully endorse, demonstrate and carry out the company's health and safety policy.</li><li>• Comply with all company policies and statutory regulations relating to health and safety, safe working practices, hygiene, cleanliness, fire and COSHH. This will include your awareness of any specific hazards in your workplace and assist if required with the amending of risk assessments periodically.</li><li>• Have a full knowledge of procedures for evacuation regarding fire.</li><li>• Identify and report maintenance requirements or hazards within the workplace and encourage any workforce to do the same to avoid injury.</li></ul>  |  |                   |   |
| <b>Safeguarding</b>   |  |                   |   |
| <ul style="list-style-type: none"><li>• The company is committed to safeguarding the welfare of children and young people and expects all staff and volunteers to endorse this commitment.</li><li>• The employee must act to protect all young people and vulnerable adults that are in their care or attending the company's premises. The employee must report any misconduct or suspected misconduct to the Head of Safeguarding.</li></ul>   |  |                   |   |
| <b>General</b>  |  |                   |   |

- Cooperate fully with colleagues and be flexible when assisting them in response to business needs of the company.
- Ensure a positive commitment towards equality and diversity by treating others fairly and not committing any form of direct or indirect discrimination, victimisation or harassment of any description and to promote positive working relations amongst employees and customers.
- The above job description is not intended to be exhaustive; the duties and responsibilities may therefore vary over time according to the changing needs of the company.

**DBS check required**

Enhanced

**Person specification**

|  | <b>Essential requirements</b>  | <b>Desirable requirements</b>   |
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| <b>Qualifications</b>                  | <ul style="list-style-type: none"> <li>• Hold a minimum of BSc (Hons) in Strength and Conditioning/ Sports Science (or related subject)</li> <li>• Hold or be working towards BASES accreditation</li> <li>• UKSCA Accreditation or the ability to complete the accreditation within 6 months</li> <li>• Hold an up-to-date Emergency first aid qualification (EFAiF) or willingness to complete within 6 months</li> </ul>  | <ul style="list-style-type: none"> <li>• Hold or be working towards a MSc in Strength and Conditioning</li> </ul> |
| <b>Experience</b>                      | <ul style="list-style-type: none"> <li>• Demonstrable experience of implementing Strength and Conditioning programs with group sessions and on an individual basis.</li> <li>• Experience of successfully developing and implementing strength, power and injury prevention programs.</li> <li>• Experience of working with young athletes, preferably in professional football.</li> </ul>  |   |
| <b>Knowledge, skills and qualities</b> | <ul style="list-style-type: none"> <li>• Knowledge of the latest best practice /research of implementing strength &amp; conditioning programs/speed/agility/injury prevention screening and monitoring strategies.</li> <li>• Proficient in dealing with GPS data to inform decision making, and liaise with coaching staff</li> <li>• Understanding of the current best practice in the use of supplements and ergogenic aids in the management of athletes nutrition.</li> <li>• Proficient in exploring both internal and external load monitoring protocols in order to aid decision making with regards to player development</li> <li>• Ability to use the FIP electronic system to log and store monitoring data within EPPP rules.</li> <li>• Proven ability to engage, enthuse and communicate with young athletes, preferably in professional football.</li> <li>• Passionate about the field of strength &amp; conditioning, and athletic development</li> <li>• Motivated by a passion for quality and great service delivery.</li> <li>• Ability to successfully work in a team.</li> </ul> |   |

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|  | <ul style="list-style-type: none"> <li>• Committed to learn and continuously develop.</li> <li>• Self-motivated with the ability to manage and prioritise workloads</li> <li>• Flexible to meet the requirements of the management and coaching staff.</li> <li>• Willing to work flexible and unsocial hours including evenings and weekends.</li> </ul> |  |
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| I confirm that I have read and agreed to this job description outlining the main duties of my job role. |
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| <b>Job holder name:</b><br><br><b>Signed:</b> _____ <b>Date:</b> _____ |
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