



Job Description

Post Title: Strength and Conditioning Coach & TASS / HTAP Lead

Grade: HSV5-6 £24,436-£28,897

Department: Health Fitness and Performance

Responsible to: Senior S&C Coach / Head of Physical Performance

Responsible for: Internship, work placement, casual coaches, and athletes

JOB PURPOSE

To provide Strength & Conditioning services to a variety of talented and elite athletes from a wide range of sports.

Our partners, clients and athletes include the English Institute of Sport (EIS), England Squash, Women's FA, Arsenal Women's Football Club, Saracens Mavericks Netball, England Golf, British Weightlifting, Talented Athlete Scholarship Scheme (TASS), University Scholars and Focus Sports, Hertfordshire Talented Athlete Programme (HTAP), County and Regional sports teams and athletes including; Netball, Swimming, Cricket and Golf amongst others.

To deliver on our Strength and Conditioning workshops and assist in the delivery Strength and Conditioning lectures, practical sessions and assessments to University of Hertfordshire (UH) students.

To provide consistent, high quality Strength and Conditioning services to all athletes through the implementation of agreed operating procedures and standards.

To assist with the day to day running of the high performance Strength and Conditioning gym and growth of our business and brand.

The post holder will demonstrate a Service Excellence mindset by providing a consistent, efficient, high quality and customer-oriented service to all customers of the Sports Village through implementation of agreed operating procedures and standards, ensuring that the customer is at the heart of every decision.

MAIN DUTIES AND RESPONSIBILITIES

Responsibilities and Accountabilities:		
Key Result Areas	Key Tasks	Key Performance Indicators & Measures
Strength and Conditioning	The Strength Conditioning Coach will work with all staff across Hertfordshire Sports Village to ensure our mission and strategy is achieved through the following core duties and responsibilities:	
	Deliver 1-2-1 or group strength and conditioning sessions to a variety of athletes and students.	Observation & client feedback.
	Coordinate and plan annual periodised programmes with the athletes and coaches.	Observation & regular meetings.
	Arrange appointments with individuals or groups for Strength and Conditioning sessions.	Outlook calendar.
	Accurately plan and write training programmes for a wide variety of athletes and sports.	Observation & regular meetings.
	Plan and co-ordinate annual development plans for each individual athlete.	Documentation & regular meetings.
	Plan and implement fitness testing batteries and report data back to coaches and athletes.	Observation & client feedback.
	Conduct functional movement screening and assessments.	Observation & client feedback.
	Liaise and work alongside the team of physiotherapists, coaching staff, academic staff and Sports Village staff.	Observation & regular meetings.
	Assist in all aspects of the day to day running of the High Performance gym including the Normal Operating Procedures, Emergency Action Plans, Risk Assessments and any other requirements needed from time to time.	Daily & monthly checklists.
TASS / HTAP Lead	Writing, marketing and delivery of nationally accredited Strength and Conditioning courses and workshops.	Observation & client feedback. Observation & monthly CPD training.
	Mentoring of casual, placement and internship coaches.	
TASS / HTAP Lead	Being a key liaison between TASS / HTAP and University of Hertfordshire.	TASS / HTAP reviews
	TASS / HTAP portal administration.	TASS / HTAP Portal

	<p>TASS / HTAP budgets, invoicing, and receipting.</p> <p>Organising TASS / HTAP events and arranging MDT meetings.</p> <p>Athlete communication and reviews.</p>	<p>Monthly and quarterly financial reports</p> <p>Regular meetings & appraisal / portals / feedback</p>
Lecturing	<p>Assist with the planning, writing and delivery of Strength and Conditioning lectures, practical sessions and assessments to University of Hertfordshire students, at both undergraduate (and postgraduate level if qualified to do so)</p> <p>Potential for conducting further research and publishing papers.</p>	<p>MFQ</p> <p>Regular meetings & appraisal.</p>
Business Development	<p>Proactively seeking new opportunities and business with outside clubs and associations to help expand the current brand and capacity.</p> <p>Marketing of the Performance Herts brand through social media, website, emails, advertising boards.</p>	<p>Regular meetings & appraisal</p> <p>Regular meetings inc. the marketing team</p>
Facilities and Maintenance	<p>Ensure the facilities and equipment remain in an appropriate condition, clean, safe and welcoming.</p>	<p>Regular meetings and appraisals</p>
Health and Safety	<p>Responsible for the delivery and co-ordination of relevant health and safety checks, audits and reviews within the Performance Herts gym and in service delivery.</p>	<p>Regular meetings and appraisals</p>
Systems and Administration	<p>Responsible for the management of Strength and Conditioning IT related processes and liaise with relevant departments.</p> <p>Ensure all Strength & Conditioning operational procedures are reviewed and followed through regular training.</p>	<p>Regular meetings and appraisals</p>
Customer Care	<p>Ensure Strength & Conditioning services are delivered to a consistent & exceptional standard at all times through training and review of objectives.</p>	<p>Observations</p>
General Duties	<p>To contribute positively to the development of the business through attendance at team meetings and input into business development.</p> <p>Undertake any areas of responsibility or tasks appropriate to the level of the post.</p>	<p>Regular meetings and appraisal</p>
Development & Mentoring	<p>The post holder will be expected to mentor placement and internship staff and be able to develop into a wider mentoring role with athletes, to present to partners and to become qualified in delivery of 100% ME anti doping module and other relevant activities.</p>	<p>Observation and regular meetings and appraisal</p>

OTHER TASKS

To contribute positively to the development of the wider UH Sport and Sports Village business.

Undertake any tasks or additional responsibility that the Director of Sport may deem appropriate to the level of the post.

SUPERVISION RECEIVED

The Strength & Conditioning coach will report to the Head of Physical Performance and Academic Liaison, who will provide regular informal meetings and supervision, annual appraisal and reviews. The level of this post requires the post holder to work under their own initiative.

SUPERVISION GIVEN

The post holder will directly line manage temporary, work placement, and internship staff.

RESPONSIBILITY OF BUDGETS

n/a

CONTACTS

Internal - all customers and potential customers of the Sports Village; staff from different areas within the company; staff within the University including academics, management, support services and subsidiary companies; staff from the PFI partner company (Pinnacle); other internal suppliers of services.

External - Clubs, organisations and individuals who use or could use the facilities and services. Customers from the community, businesses and business organisations, local authorities, including education and leisure services, external agencies and suppliers, professional and amateur sports clubs and organisations, local and national media.

TERMS AND CONDITIONS OF EMPLOYMENT

Conditions of service

Hertfordshire Sports Village and other sports activities within the University of Hertfordshire are managed by Polyfield Property Ltd., which is a wholly owned subsidiary company of the University of Hertfordshire. The terms and conditions of employment are reviewed by the Board of Polyfield Property Ltd.

Hours of Work

This post is for a position that will be either part time (0.8 FTE consisting of 32 hours per week) or a full-time role (1.0 FTE consisting of 40 hours per week). This will depend on the successful applicant, as well as when the contracts for the next academic year are finalised. Actual working hours will vary as per business

requirements. This position requires the post holder to be flexible and work as part of a shift rota, which will include evenings, early mornings and some weekends. Time off in lieu (at flat rate) is given for hours worked in excess of the standard week.

Annual Leave

The annual leave year runs from 1st October to 30th September. Staff are entitled to 23 working days paid holiday (pro rata for part time contracts) during the course of the holiday year. After two years continuous service, holiday entitlement will increase to 24 days and after four years an additional 2 days are awarded. Time off in lieu will be awarded (at flat rate) for hours worked on bank holidays.

Salary: HSV5-6 £24,436 - £28,897 (Pro Rata) plus Performance Related Pay

An annual pay increase to recognise the cost of living/inflation will be paid subject to approval by the Board of Polyfield Property Ltd. The post is subject to performance review and may qualify for a performance related bonus after completion of a probationary period. Salaries are paid in arrears by credit transfer to a named bank or building society.

Appointments confirmed at HSV6 will be dependent on significant and demonstrable skills and experience which align with the desirable criteria. There will be the ability to move up through the salary grades as knowledge and experience grows within the role and agreed set criteria met. This will be monitored through regular one to one and appraisal meetings.

Pension

The Company will comply with any automatic enrolment duties it may have in respect of you under part 1 of the Pensions Act 2008. The Company is currently using the National Employment Savings Trust (NEST) pension scheme in respect of these duties.

Membership of the scheme is strictly subject to the rules of the scheme which may be amended from time to time.

If you are enrolled into the NEST pension scheme, the Company shall be entitled to deduct from your salary any amounts payable by you as member contributions. The Company reserves the right to vary or discontinue any scheme in place from time to time.

Additional Benefits

Staff are welcome to use the facilities at Hertfordshire Sports Village in accordance with our staff usage policy. Staff may also nominate one person to receive a discounted membership.

A uniform is provided for all appropriate staff.

As a subsidiary company of the University of Hertfordshire staff may utilise all benefits open to UH staff, this includes access to catering outlets and Learning Resource Centre, discounted travel on Uno buses, access to discounted nursery facilities. Staff may also access courses run by the Staff Development Unit,

University and Associated Colleges, assuming this does not conflict with requirements of your post.

There is a sick pay/sick leave scheme in operation.

REHABILITATION OF OFFENDERS ACT

DISCLOSURE AND BARRING SERVICE

This post is exempt under the Rehabilitation of Offenders Act 1974 as amended. The University requires that the successful applicant who is offered employment will be subject to a criminal record check from the Disclosure and Barring Service (DBS) before the appointment is confirmed. An Enhanced Disclosure will be required and this will include details of cautions, reprimands or final warnings, as well as convictions. The University of Hertfordshire complies with the 'Code of Practice for Registered Persons and other recipients of Disclosure Information'. DBS Checks may be renewed in line with policy.

Overseas applicants and UK applicants who have lived abroad
Successful applicants who have lived outside the UK, for 12 months or more (whether continuously or in total), in the last 10 years, will be required to produce a 'Certificate of Good Character/Conduct' from each of those countries.

Closing Date: 19 June 2022

Interview dates: Monday 20 - Thursday 23 June 2022 (Please indicate preference of days when applying)

Vacancy reference: 042156

For an informal discussion or specific questions about this opportunity please contact:

Fiona Scott: Head of Physical Performance & Academic Liaison

f.s.scott@herts.ac.uk

Person Specification: Strength & Conditioning Coach / TASS Athlete Support

Key Result Areas	Essential	Desirable
Education & Qualifications	<ul style="list-style-type: none"> UK Strength and Conditioning Association (UKSCA) Accreditation Undergraduate degree in S&C, sports science, or related area specialising in the physical preparation of athletes. 	<ul style="list-style-type: none"> Postgraduate degree in S&C, sports science, or related area specialising in the physical preparation of athletes. TALS qualification British Weightlifting Qualification
Experience	<ul style="list-style-type: none"> Substantial proven experience in the provision of S&C services including coaching athletes to improve performance. Experience working within a multidisciplinary team including coaching staff and physiotherapists. Experience in performing needs analyses for sports and their demands. Experience of planning and implementing diagnostics and monitoring systems and strategic planning of training based on the results. Experience with social media for marketing purposes. 	<ul style="list-style-type: none"> Experience writing and delivering lectures and presentations to academic and athletic audiences. Experience dealing with National level teams, athletes and NGB's. Experience working with TASS. Experience working in a University / Higher Education setting and with the Performance Sport / Athletic Union.
Skills & Abilities	<ul style="list-style-type: none"> Understanding of athletes needs in a high performance environment. An understanding of the various multidisciplinary partners involved in sports science. Excellent anatomical knowledge and ability to apply this to an S&C environment. Knowledge and ability to teach exercises including: Olympic weightlifting, resistance, speed, plyometrics, acceleration and agility training. Knowledge to construct annual periodised plans and programmes including gym and pitch / court based sessions and creating appropriate databases to log work conducted / monitor. Excellent presentation skills in order to coach large groups and lecture effectively. 	

	<ul style="list-style-type: none"> • Ability to communicate complex data in terms that are easily understood by athletes, coaches, parents. • Great coaching skills and the ability to adapt to the environment to augment performance. • Excellent IT skills with respect to Microsoft Office, especially excel. • Passion to constantly learn, develop and keep up to date with the latest research and be able to present this data to colleagues, students and practically apply it to programmes. 	
Key Competencies	<ul style="list-style-type: none"> • Demonstrates our WELCOMES values at all times: <p>Welcoming Extra Mile Leadership Consistency Open & Honest Memorable Enthusiastic About Continuous Improvement Sport First</p>	