

**University of Derby Job Description**

# Job Summary

## Job Title

Strength and Conditioning Coach/ Lecturer

## College

Campus Life - Sport

## Location

Kedleston Road, Derby

## Job Reference Number

0412-24

## Salary

Strength and Conditioning Coach (0.8 FTE) - £31,814 to £35,750 per annum, pro rata (for exceptional performers, there is scope for further progression up to £41,113 per annum).

Lecturer (0.2 FTE) - £36,924 to £45,163 per annum, pro rata

## Reports To

Performance Sport Manager

## Line Management Responsibility

No

# Job Description and Person Specification

## Role Summary

A recent refresh of the University Sport & Activity Framework has resulted in a commitment to winning National Championships. The post holder will have responsibility for the management of the strength and conditioning service to the scholars and student-athletes who are part of the University’s Performance Program (0.8FTE). Additionally, the post holder will contribute to teaching and research in the discipline area of Sport and Exercise Science for the School of Sport and Exercise Science (0.2 FTE).

## Principal Accountabilities

### Strength and Conditioning Coach

1. Manage the delivery and implementation of the strength and conditioning programme to Team Derby Performance Teams, Development Teams, and Sports Scholars. Including athlete screening, and individual and group coaching.
2. Coordinate agreements between Talented Athlete Scholarship Scheme (TASS) and the University, as the institution’s lead representative.

* Ensure the Strength and Conditioning delivery to individual athletes and TASS Potential schools is in line with the agreements.
* Support the TALS (lifestyle services) to student-athletes (Team Derby & TASS) and report associated partners.
* Build an effective network within TASS to promote the University’s reputation, explore new opportunities to advance the partnership with TASS, and attend conferences and meetings as required.

1. Work with Performance Sports Coaches and Performance Support Staff to ensure the physical progression of the Development Teams promotes a pathway to Performance Team levels.
2. Work collaboratively with the Sport and Exercise Science team to develop the current applied workforce strength and conditioning coaches to support delivery. Allowing University of Derby students the opportunity to gain practical experience which compliments their studies and enhances student employability.
3. Design and embed robust and detailed databases to track and monitor training, attendance, and testing statistics and communicate with the MDT regarding athlete progress and performance.
4. Coordinate the performance suite timetable in collaboration with key stakeholders to maximise the utilisation of the performance suite, adhering to all requirements and procedures aligned to the University Room Booking processes.
5. Comply with all policies and legislation in the performance of the duties of the post, including Health and Safety, Equality and Diversity, and Financial Regulations. Practice within the rules of the professional code of conduct including ethical guidelines and regulations with regard to drugs and doping in sports.

### Lecturer

1. Effectively teach and facilitate learning on a range of subjects / modules within the subject area on undergraduate, postgraduate, professional and post-experience programmes.
2. Ensure that module design and delivery comply with the quality standards and regulations of the University.
3. Participate effectively in the assessment process, including the setting, marking and moderation of student work, providing constructive feedback and ensuring it is in accordance with quality assurance procedures.
4. Participate in the continuing review and development of module/programme delivery, incorporating innovative study modes, learning environments and pedagogic practices to engage and stimulate students, deliver effective learning outcomes and develop the skills and attributes of the ‘Derby Graduate’.

### Research / Scholarship

1. Ensure that knowledge from research and scholarly activities informs and enhances learning and teaching, as well as extending it to appropriate external activities such as knowledge transfer activities.
2. Engage in individual research and collaborate both internally and externally on research projects that are consistent with the College, and contribute to influencing leading edge practice in the University and contribution to the REF.
3. Sustain and enhance the reputation of the University by publishing in appropriate quality journals and presenting at scholarly activities such as workshops, conferences and other similar events.
4. Contribute to writing bids for externally funded research projects.

## Person Specification

### Essential Criteria

#### Qualifications

* Good Honours Degree in relevant subject discipline, equivalent qualification or equivalent professional experience
* Masters degree and/or postgraduate equivalent qualification or equivalent professional experience in the relevant subject area
* Fellowship of the Advanced HE (HEA) or willingness to work towards
* Experience in professional practice within performance sports and/or relevant industries, or research and/or innovation experience in relevant subject areas to Sport and Exercise Science, which could include PhD (or submitted and awaiting examination), or willingness to work towards within an agreed timeframe
* Subject specific qualifications / knowledge

#### Experience

##### Practitioner

* Experience in developing, delivering, and evaluating strength and conditioning programmes for athletes and teams.
* Experience in monitoring and reporting to provide assurance and evidence of attendances and athlete progression and producing reports against success measures to evidence impact.
* Experience in building working relationships with key stakeholders. NGBs, TASS, sports clubs, coaches
* Experience or knowledge of higher education and ability to use a range of delivery techniques to inspire and engage students
* Experience of developing student practitioner knowledge and understanding within the field

##### Research / Scholarship

* Significant experience of own discipline to enable the development of new knowledge and understanding within the field
* Experience of research / enterprise activity

#### Skills, knowledge & abilities

Practitioner

* Detailed knowledge of Strength & Conditioning programs within the sporting environment.
* Excellent interpersonal skills: leadership, teamwork, adaptability, understanding others & negotiation.
* Excellent self-management skills: actively reflect on learning, autonomy, self-awareness, action planning, time management & initiative.

Learning/teaching

* An appropriate level of digital capability and aptitude with practical experience of applications which aid student learning
* Ability to communicate complex and conceptual ideas to a range of groups
* Excellent written and oral communication skills including networking and relationship building skills, both across the University and externally
* Able to demonstrate both independent self-management and team working
* Able to work with competing priorities and to tight deadlines
* Demonstrates competences, core behaviours and supplementary behaviours that support and promote the University’s core values
* Demonstrates professionalism in learning / teaching and the values of the UK Professional Standards Framework for HE
* A sound understanding of the employability agenda and its relevance to learners and the curriculum
* Innovative and creative
* Committed to continual enhancement and a high-quality student experience

#### Business requirements

* Able to take a flexible approach to work
  + A commitment to own professional development
  + The role requires regular evening work during term time, and you will need to be adaptable and have a flexible approach to work with the availability to work weekends where necessary.
  + Ability to travel to all delivery sites and venues as required

### Desirable Criteria

#### Qualifications

* UKSCA Accreditation

#### Experience

Practitioner

* Experience of working as part of a broader University Sports function
* Experience in building working relationships with key stakeholders. NGBs, TASS, sports clubs, coaches

##### Learning / Teaching

* Proven experience of delivering excellent and effective learning and teaching identified by peer review at undergraduate and postgraduate levels at a Higher Education provider
* Demonstrable experience of effectively designing and implementing a range of formative and summative assessments for undergraduate and postgraduate programmes

##### Research / Scholarship

* Developing national and international profile of research and scholarly activity
* Experience of bidding for and obtaining external research funding
* Experience of successfully applying discipline to income generation activities, including consultancy, industry-based applied research and KTPs

#### Skills, knowledge and abilities

* A broad understanding of higher education in the UK and the needs of dual career high-performance athletes.
* Knowledge of current research, trends, and developments within performance sport and the ability to evidence action after insight.
* Knowledge and understanding of appropriate legislation and national Sports Policy and NGB programs and strategies.

# Benefits

As well as competitive pay scales, we offer generous holiday entitlement. We also offer opportunities for further salary progression based on performance, and the opportunity to join a contributory pension scheme.

For more information on the benefits of working at the University of Derby go to [the Benefit pages of our website.](https://jobs.derby.ac.uk/display.aspx?id=1912&pid=0&tabId=230)

# Our People

The University of Derby is committed to promoting equality, diversity, and inclusion. However you identify, we actively celebrate the knowledge, experience and talents each person brings. Our students come from a wide range of backgrounds; therefore we are particularly interested to hear from applicants who will help our leaders and teams be more reflective of our student population.