

Post Details	Last Updated: February 2023	
Job Title:	Lead Strength & Conditioning Coach	
Salary	Surrey Sports Park	Level 3
Responsible to:	Sport and Fitness Delivery Manager	
Responsible for:	Strength & Conditioning internship students, TASS athletes, freelance Strength & Conditioning coaches.	

### **Job Purpose Statement**

The post holder is expected to coordinate, develop and deliver strength and conditioning (S&C) services to student-athletes, Team Surrey sports teams, Surrey Storm and Surrey Scorchers professional and pathway athletes, and the public. The post holder will be the TASS S&C lead and will coordinate and deliver S&C for the TASS athletes allocated to the University of Surrey.

The post holder will work as part of a multi disciplinary team and build and manage an S&C placement programme, to contribute to a leading performance training environment and tirelessly contribute to the success of the Surrey Sports Park's operations.

### **Problem Solving, Accountability and Dimensions of the role**

The post holder has the freedom to take charge and to decide how to achieve the desired results, provided these are consistent with the set objectives and any guidance provided by the Sport Development and Performance Manager. They will work in a proactive manner, organising, and prioritising their work, in order to achieve departmental goals. As the lead in strength and conditioning, the post holder is expected to contribute to the shape and direction of the S&C delivery and also suggest improvement for the wider the performance sport programme to ensure that it supports the SSP vision.

The post holder is expected to provide advice and solutions to day-to-day problems within the specialist area in which they are familiar. Resolution for these issues will usually be found through referring to their previous experience of similar problems, through making reference to departmental policies and procedures. When faced with more complex issues, the post holder is required to identify the nature of the problem or issue and to apply their judgement and initiative in order to find an appropriate resolution. The post holder is required to develop an understanding of the strategy and priorities of SSP in order to make judgements on the most appropriate ways to deliver and develop S&C within it for both student sportsperson and as a commercial product. As the post holder is involved in both the delivery and development of the S&C services, they will be required to take a creative approach to their work and to develop pathways to ensure that sportspersons of all abilities have the best opportunity to develop their physical capabilities. The post holder must be able to confidently liaise with external contacts, such as leading S&C professionals and industry governing bodies ensuring SSP is represented appropriately at all times.

Along with the supervisory role, the post holder is expected to work closely with all members of the sport and performance team including part time staff and sports specific coaches, to provide appropriate help and a point of escalation to all members of the team in order for them to effectively aid the activities relevant to their job role. This post impacts upon the financial position of the SSP, as the role is involved in generating revenue for the park.

### **Background Information/Relationships**

Surrey Sports Park is at the heart of sport and physical activity in Surrey, and our mission is to deliver the best possible sport, health and wellbeing experience to our University of Surrey students and to the wider SSP community. We provide strategic added value to the University by delivering an outstanding student experience through social and competitive sport and providing an excellent environment for wellness and fitness for Surrey staff and students, and our community impact is significant both culturally and physically. The team is passionate and high performing, and the business model requires us to deliver a self-sustaining, well

managed and customer service focused business.

The post holder will work closely with all Sports Park staff and both internal and external guests

This job purpose reflects the core activities of the post. As the Department/Faculty and the post-holder develop, there will inevitably be some changes to the duties for which the post is accountable, and possibly to the emphasis of the post itself. Surrey Sports Park expects that the post-holder will recognise this and will adopt a flexible approach to work. This could include undertaking relevant training where necessary. Should significant changes to the job purpose become necessary, the post-holder will be consulted and the changes reflected in a revised job purpose.

**Person Specification** This section describes the sum total of knowledge, experience & competence required by the post holder that is necessary for standard acceptable performance in carrying out this role.

Qualifications and Professional Memberships	Essential/ Desirable	
Degree, HND, NVQ 4 qualified in a relevant specialist subject (Strength and Conditioning, Sport Science etc ), plus a minimum of three years relevant experience  OR Significant vocational experience, demonstrating development though the acquisition of appropriate specialist knowledge and involvement in a series of progressively more demanding/relevant work/roles.	E	
UKSCA Accreditation or ability to obtain this within 6 months.	E	
First Aid Certificate.	E	
MSc Strength and Conditioning or relevant specialist subject (Sports Science, Sports Performance etc).	D	
Qualified Lifestyle Advisor and/or UK Anti-Doping Advisor	D	
Technical Competencies (Experience and Knowledge) This section contains the level of competency required to carry out the role (please refer to the competency framework for clarification where needed and the Job Families Booklet).	Essential/ Desirable	Level 1-3
Proven experience of planning and progressing work activities within general guidelines, using initiative and judgement without reference to others.	E	3
Authoritative knowledge of the work practices, processes and procedures relevant to the role, including broader sector/commercial experience.	E	2
Good knowledge of MS Office.	E	2
Excellent presentation skills.	E	2
Ability to motivate, negotiate, influence and build strong relationships.	E	2
Experience of developing innovative solutions and contributing to strategic planning.	E	2
Special Requirement	Essential/ Desirable	Level 1-3
To work during unsocial hours, including early mornings, late evenings, and at weekends.	E	NA
Criminal Records Bureau Clearance	E	NA
Commitment to undertake relevant CPD training.	E	NA
Core Competencies This section contains the level of competency required to carry out this role. (Please refer to the competency framework for clarification where needed). N/A (not applicable) should be placed, where the competency is not a requirement of the grade.	Level 1-3	

Communication	2
Adaptability / Flexibility	2
Customer/Client service and support	2
Planning and Organising	2
Teamwork	2
Continuous Improvement	3
Problem Solving and Decision Making Skills	3
Leadership / Management	1
Creative and Analytical Thinking	1
Influencing, Persuasion and Negotiation Skills	2
Strategic Thinking	1

### Organisational Information

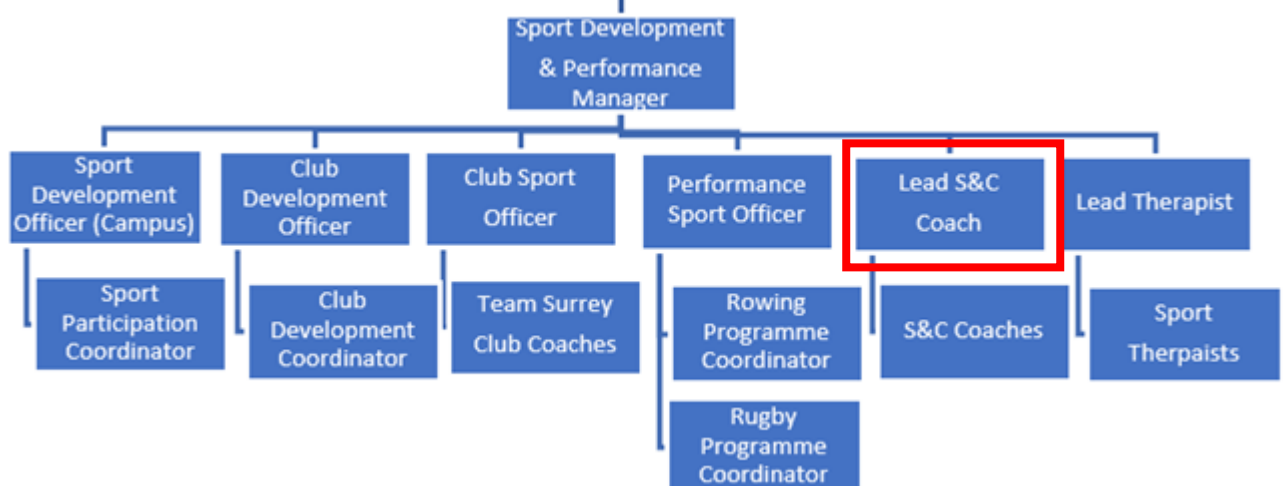
#### All staff are expected to:

Positively support equality of opportunity and equity of treatment to colleagues and students in accordance with the Surrey Sports Park Equal Opportunities Policy.

Help maintain a safe working environment by:

- Attending training in Health and Safety requirements as necessary, both on appointment and as changes in duties and techniques demand.
- Following local codes of safe working practices and the Surrey Sports Park Health and Safety Policy.
- Excellent environmental performance is a strategic objective for Surrey Sports Park. All staff are encouraged to work to achieve the aims of our Environmental Policy and promote awareness to colleagues and students.

Undertake such other duties within the scope of the post as may be requested by your Manager.



#### Key Responsibilities

This document is not designed to be a list of all tasks undertaken but an outline record of the main responsibilities (5 to 8 maximum) and should be read in conjunction with the accompanying Job Purpose.

1. Develop and deliver strength and conditioning services to a range of user groups including students, the public, and professional players.
2. Create individual and group periodised training programmes, adapting as athletes develop, as well as responding quickly to incidents of injury.
3. To consistently monitor and record athlete performance and physiological markers.
4. Work with the wider multi-planetary team to increase the performance levels of both elite and student sport within SSP and support appropriate athlete development pathways.
5. Develop positive relationships with leading S&C professionals and governing bodies and align SSP S&C provision to NGB programme.
6. Recruit and manage an annual intake of S&C placement students, to develop and implement a sustainable

S&C programme within SSP.

7. Coordinate staff resource to ensure that all &C provision is provided at all relevant times.

*N.B. The above list is not exhaustive.*

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8. Develop and deliver Strength and Conditioning services to a range of user groups including students and the professional sports teams.
9. Recruit and manage an annual intake of S&C interns, to develop and implement a sustainable S & C program within SSP.
10. Manage the TASS (Talented Athlete Scholarship Scheme) programme and lead on the partnership, Build and source a freelance performance support team, ensuring that all support staff are trained and delivering to required standards.
11. Increase the performance levels of both elite and student sport within SSP and support appropriate athlete development pathways
12. Support the performance development of student sport throughout the University of Surrey, working with Team Surrey and the Dual Career Athlete participants
13. Develop positive relationships with leading S & C professionals and governing bodies.
14. Work alongside NGBs partners to ensure SSP S & C services are in line with those delivered nationally.

*N.B. The above list is not exhaustive.*

