

Post Details	Last Updated: May 2023	
Job Title:	Strength and Conditioning Coach	
Salary	Surrey Sports Park	Level 2
Responsible to:	Lead Strength and Conditioning Coach	
Responsible for:	Student-athletes and pathway players	

Job Purpose Statement

The post holder is expected to support the Lead S&C Coach with session planning and delivery, plus relevant administration, across Team Surrey athletes and both professional franchises (Surrey Scorchers and Surrey Storm). The S&C Coach will also work with other members of the performance team to effectively manage athletes' physical development and loading.

The S&C Coach will be responsible for managing their own athlete caseload, under direct supervision. They will have direct responsibility for delivering to the Basketball Academy and Netball NPL squads, as well as specific Team Surrey teams and Dual Career Athletes. The post holder will work as part of a multi disciplinary team and 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 Lead S&C Coach. They will work in a proactive manner, organising, and prioritising their work, in order to achieve departmental goals.

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 is expected to work closely with all members of the Student and Performance Team, including placement students 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.

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 two 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.		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	1
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	1
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		2

Problem Solving and Decision Making Skills	2
Leadership / Management	NA
Creative and Analytical Thinking	1
Influencing, Persuasion and Negotiation Skills	2
Strategic Thinking	NA

Organisational Information

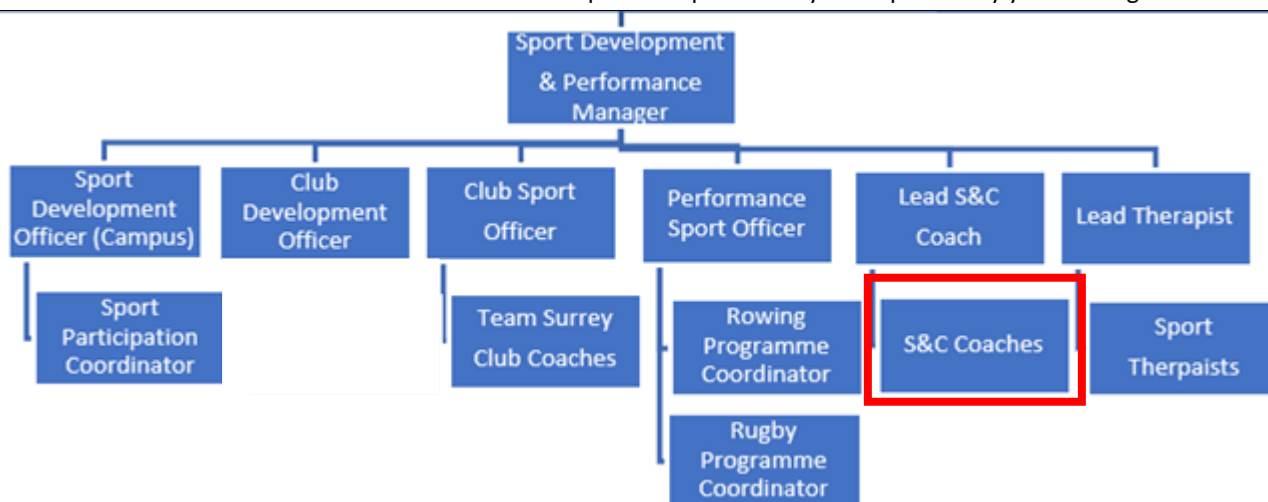
All staff are expected to:

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 pathway players.
2. Create individual and group periodised training programmes, adapting as athletes develop, as well as responding quickly to incidents of injury, under the supervision of the Lead S&C Coach and Lead Therapist.
3. To consistently monitor and record athlete performance and physiology markers.
4. Work with the wider multidisciplinary team to increase the performance levels of both elite and student sport within SSP and support appropriate athlete development pathways.
5. To attend MDT/performance meetings as directed by the Lead S&C Coach.

N.B. The above list is not exhaustive.