

JOB DESCRIPTION AND PERSON SPECIFICATION

JOB TITLE:	Senior Strength and Conditioning Coach
REPORTS TO:	Aquatics Head of Physical Performance and Para-Swimming Sport Science and Sports Medicine Lead
SALARY:	£35,000 - £40,000 per annum (salary dependent on skills and experience)

CONTEXT:

Are you inspired by the incredible feats of our aquatic Paralympians and Olympians? Do you dream of contributing to the journey of athletes striving for world class achievements? Look no further - a thrilling opportunity awaits you at Aquatics GB, the governing body that oversees Olympic Swimming, Para-Swimming, Diving, Artistic Swimming and Waterpolo. We are looking to recruit a passionate individual to join our programme based in Manchester.

As part of Aquatics GB's World Class Programme, this role plays a key part in delivering high-quality strength and conditioning support and shaping world-leading performance environments alongside an interdisciplinary team. While the remit spans all aquatic disciplines through regional network responsibilities, the main day-to-day focus is on Olympic and Paralympic swimmers training at the Manchester Performance Centre.

If you have a burning desire to be a part of a successful, high-performance programme, working alongside elite athletes, and you embody qualities of collaboration, excellent communication, and world class strength and conditioning coaching skills, we want to hear from you.

JOB PURPOSE:

The successful candidate will craft and execute comprehensive strength and conditioning regimens, both within the Manchester Performance Centre and across our decentralised network, with the primary objectives being to enhance swim performance and mitigate injury risks. Additionally, active involvement in Individual Athlete Planning processes and directed projects by the Aquatics Head of Physical Performance and Para-Swimming Sport Science and Sports Medicine Lead is expected. This role is an integral part of a collaborative Multi-Disciplinary Team, emphasizing teamwork and cooperation to effectively deliver on the World Class Programme's objectives.

JOB LOCATION:

The normal place of work will be the Manchester Performance Centre. This role also requires domestic and international travel as is necessary to fulfil your job to the satisfaction of Aquatics GB.

KEY RESPONSIBILITIES

The Senior Strength and Conditioning Coach will work with athletes, coaches and multi-disciplinary staff to improve performance through developing, implementing and evaluating Strength and Conditioning programmes that reflect scientific principles as they relate to adaptation, periodisation, peaking, tapering, injury prevention and injury rehabilitation.

World Class Programmes

- Develop, implement and deliver Strength and Conditioning programmes to World Class programme athletes based at the Manchester Performance Centre and within a regional remit
- Work effectively as part of a multi-disciplinary team in to ensure connected support with athlete and coach
- Act as the key liaison for Strength and Conditioning support for Para swimming athletes in home programmes, developing effective working relationships with Strength and Conditioning practitioners locally and nationally
- Attend and contribute to performance centre meetings, end of cycle reviews and providing regular updates to key stakeholders. This includes playing a central role in creating and reviewing Individual Athlete Planning (IAP) goals
- Ensure consistent assessment and reporting of strength markers against benchmarks as part of athlete profiling, monitoring and evaluation
- Work with the Para Swimming technical team and Sports Science Sports Medicine staff to deliver a multi-disciplinary approach to athlete performance development
- Proactively engage and contribute to the World Class Programme Individual Athlete Planning process
- Work closely and collaboratively with the Athlete Health department to mitigate injury risk through effective screening, profiling and injury reduction strategies
- Supply relevant training-load and athlete-monitoring metrics to the SSSM and data strategy groups to enhance overall data-driven insights
- Collaborate on cross-aquatics projects as agreed with the Aquatics Head of Physical Performance and Para-Swimming Sport Science and Sports Medicine Lead and be part of wider knowledge sharing across the World Class Programme Sports Science Sports Medicine team
- Collect and store data in accordance with Aquatics GB data strategy and in keeping with GDPR requirements
- Work within the rules of professional confidentiality, liaise with athletes, primary care managers, parents, coaches and other support staff as appropriate within the rules of the UKSCA Code of Conduct, standards and guidelines

Training Camps and Competition

- Lead on the planning, implementation and delivery of Strength and Conditioning support at identified training camps and competitions
- Lead and deliver athletes' pre-race preparation strategies to support the coaching team at identified competitions
- Lead on kit-out of Strength and Conditioning facilities for major training camps/identified competitions, including holding camps and Major Games

General

- Lead on the development of Strength and Conditioning educational resources for Off the Blocks
- Proactively use the data to inform performance decisions and be actively involved in the development of the Athlete Management System
- Monitor and report to the Aquatics Head of Physical Performance and Para-Swimming Sport Science and Sports Medicine Lead on any Key Performance Indicators set by the programme which directly relate to own job purpose
- Increase the number of Strength and Conditioning coaches actively engaged in the programme, to provide greater flexibility both in the local and national programme
- Drive own performance development plan, actively identifying new areas for learning and committing to a culture of continual improvement
- Any other duties as required by the Associate Performance Director or Aquatics Head of Physical Performance and Para-Swimming Sport Science and Sports Medicine Lead
- Comply with all Aquatics GB policies and procedures set down by Aquatics GB and in particular those relating to diversity, equity, inclusion and sustainability

Key Internal and External Contacts

- World Class Programme athletes
- Para Swimming and Olympic Leadership Team
- Aquatics GB Sports Science Sports Medicine (UK Sports Institute, Aquatics GB employed) staff
- Home coaches and Strength and Conditioning practitioners of home-based programme athletes

- Head of Physical Performance and Para-Swimming Sports Science Sports Medicine Lead and team Strength and Conditioning coaches within Aquatics GB
- World Class Programme Sports Science Sports Medicine Staff and Individual Athlete Planning staff

This job description is not to be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and will be amended in light of the changing needs of Aquatics GB

PERSON SPECIFICATION

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Educated to degree level (or equivalent) in sport science or related area, specialising in the physical preparation of elite athletes UK Strength and Conditioning Association (UKSA) accreditation 	<ul style="list-style-type: none"> Higher degree level (or equivalent) specialising in the physical preparation of elite athletes
Experience	<ul style="list-style-type: none"> Experience in the provision of Strength and Conditioning support to athletes and coaches to improve performance Experience working with and supporting a team at major international competitions Experience of analysing the demands of a sport, identifying the Strength and Conditioning requirements and using this information to develop individualised Strength and Conditioning programmes for athletes Experience of implementing and reporting on specific diagnostics and monitoring to inform the coaching process Experience of working within a multidisciplinary team in the delivery of Strength and Conditioning support to high performance sport 	
Knowledge	<ul style="list-style-type: none"> A thorough knowledge and understanding of the needs of elite athletes and coaches in a high-performance environment Thorough understanding of the various sport science and sport medicine disciplines Demonstrable anatomical knowledge and the ability to apply this within a Strength and Conditioning context 	<ul style="list-style-type: none"> Some understanding of the classification system in Para-swimming

	<ul style="list-style-type: none"> • Thorough knowledge of and proven ability to teach lifts, supplementary exercises and ground-based drills including how to correct common faults with appropriate diagnostics and monitoring • Thorough knowledge and proven ability in constructing strength, speed and fitness-based training programmes with appropriate diagnostics and monitoring • Highly proficient in the use of all Microsoft Office programmes 	
Skills	<ul style="list-style-type: none"> • Demonstrable skill in modifying Strength and Conditioning programmes according to the results of assessment data, in conjunction with coaches and other support staff • Excellent coaching skills in communicating complex data in terms that are easily understood by a wide range of audiences • Excellent coaching skills including the ability to adapt to the environment to motivate behavioural change and improve performance • Creative approaches to challenge traditional assumptions and provide evidenced based solutions • Uses appropriate team working methods and a flexible interpersonal style to help build collaborative working relationships with an array of stakeholders 	

