

SPORTS INSTITUTE NORTHERN IRELAND

PERSONNEL SPECIFICATION

Job Title: Head Strength and Conditioning Coach

Responsible to: Athlete Services Manager

Job Purpose

In a time of positive change within the Northern Ireland performance system, this is an outstanding opportunity to lead the development of strength and conditioning services within a Home Country Sports Institute (SINI) and its associated network of three 'feeder' centres (Performer Development Centres).

The SINI programmes provide service to athletes from over twenty sports through a team of seven strength & conditioning staff (4 deployed within SINI and 3 within the Performer Development Centres).

This post is an opportunity to lead a young and dynamic team ensuring that strength and conditioning operates effectively within the multidisciplinary support environment operated at SINI. The role will suit those wishing to gain experience in the management and mentoring of others and in fostering effective networks with service providers within the UK and Ireland.

1.0 QUALIFICATIONS

Essential Criteria

1.1 *Educated to degree level or equivalent¹ in a sports related subject.

1.2 *Accredited member of the UKSCA or equivalent¹ (e.g. NSCA, ASCA).

Desirable Criteria

1.3 A post graduate qualification in Strength and Conditioning.

1.4 A current first aid or basic life support qualification from a recognised organisation.

¹ It is the responsibility of the applicant to demonstrate how they satisfy the 'equivalence criteria'

2.0 PREVIOUS EXPERIENCE & TRAINING

Essential Criteria

- 2.1 *Extensive experience and a proven track record in the physical preparation of athletes for international competition. This experience should include the following:
 - a range of sports
 - senior and junior athletes - able-bodied or those with a disability
 - athletes from both team and individual sports.
- 2.2 *A verifiable record of working within a multidisciplinary team in the delivery of services to high performance athletes and coaches.
- 2.3 Demonstrated ability to analyse a range of sports in relation to their strength and conditioning needs.
- 2.4 Ability to teach and demonstrate Olympic lifts and a wide range of basic and advanced conditioning and weight training exercises.

Desirable Criteria

- 2.5 **Post graduate experience of mentoring/training strength and conditioning professionals.
- 2.6 **Direct line management responsibility in a paid capacity within a high performance sports environment.
- 2.7 Have traveled with a team to major international competition at senior level (e.g. Olympic or Paralympic Games, World or European Championships or Commonwealth Games).
- 2.8 Experience of reviewing, strategically developing and leading strength and conditioning programs at Governing Body or national level.

3.0 Job Related Achievements

Essential Criteria

- 3.1 An understanding of the needs of elite athletes and coaches in a high performance environment.
- 3.2 An understanding of the practitioner role and models of physical preparation, sport science and sports medicine support appropriate to performance sport.

- 3.3 Ability to implement innovative ideas and influence athlete and coach programmes to ensure performance impact.
- 3.4 Sound organisational and planning skills with the ability to work under pressure, prioritising own workload.
- 3.5 Excellent problem solving and decision making skills.
- 3.6 Proven integrity and appropriate working relationships with others combined with a strong anti-doping stance.
- 3.7 Experience of and ability to modify programmes according to results of assessment data in conjunction with coaches and other support staff.

4.0 Other Factors

Essential Criteria

- 4.1 *A willingness to work irregular and unsocial hours as required, involving work outside normal office hours, at evenings, weekends and bank holidays.
- 4.2 *Access to a form of transport that will permit the post holder to meet the requirements of the post in full.
- 4.3 An understanding of individual responsibility in complying with the Health and Safety policies and arrangements of SINI.

The successful applicant will be expected to have a commitment to continuous personal professional development, be open minded, a team player and be highly motivated with a passion for high performance.

Any offer of employment will be subject to the successful completion of AccessNI checks.

* Only those applicants who clearly demonstrate relevant achievement, experience, knowledge and understanding of essential criteria **1.1, 1.2, 2.1, 2.2, 4.1** and **4.2** will go forward to the next stage in the recruitment and selection process.

Desirable criteria **2.5** and **2.6** may be used for shortlisting purposes if required.

All other essential and desirable criteria will be assessed by selection test and/or interview.