

ROLE PROFILE – STRENGTH & CONDITIONING COACH

KNOWING & DOING THE JOB

This section describes the job's purpose, the outputs expected and what people in the job spend time doing

Purpose: <ul style="list-style-type: none"> • ETC players experience a physical performance programme that supports the club blueprint and delivers high quality athletes who are balanced, autonomous and adaptable • Players experience a safe, secure, and supportive environment. • Be an advocate and guardian of the women's and girls' game. 	
Outputs: Physical Performance Development <ul style="list-style-type: none"> • ETC players develop physically as part of meeting their footballing and sporting aspirations. • ETC players are inspired to be autonomous, resilient athletes • ETC players are taught positive and proactive practice relevant to aspiring young athletes at this stage. • Injury time is minimised 	Outputs: Multi-disciplinary Working & Being Part of the ETC Culture <ul style="list-style-type: none"> • Strong relationships exist between coaching staff and the S&C Coach. • A common language exists for describing player performance and attributes
<ul style="list-style-type: none"> • Contribute to the ETC blueprint / curriculum ensuring there is S&C provision which complements the football programme. • Deliver – or oversee the delivery of – the ETC's physical development programme, including: <ul style="list-style-type: none"> ○ Design and deliver individualised athletic development programmes as well as group training sessions ○ Provide injury rehabilitation training of players as directed by the physiotherapist/sports therapist, in preparation for return to training ○ Design and deliver a fitness testing programme. Use the results to drive group and individual training programmes ○ Work with Physiotherapist/Sports Therapist to develop and support an activation / prehab programme • Manage facilities and equipment within the ETC so that it is well maintained and safe to use • Maintain a comprehensive database of work conducted with athletes and coaches. Keep records which meet the standard required by The FA and the appropriate professional bodies • Communicate with parents in the event of S&C related queries, generally and specifically to their children. Educate parents with regard to their role in supporting physical development, injury prevention, injury care, recovery, diet and other factors relating to lifestyle away from the ETC 	<ul style="list-style-type: none"> • Advise and direct other staff on the needs of players. Attend case management meetings and provide professional opinion /input • Educate coaches on the S&C provision and embedding physical outcomes within technical sessions • Work with the ETC's Safeguarding Manager to ensure that the wellbeing and welfare of all players and staff is always an operational priority

Outputs: Self Development

- **Time is dedicated to personal development, and coaching knowledge is up-to-date and forward thinking**
- Seek feedback from others, and reflect on personal behaviour and performance to identify areas for improvement
- Keep abreast of current research and evidence-based practice in the S&C field. Practitioners should undertake CPD in line with their professional body guidelines
- Keep professional qualification up to date and active by completing the relevant number of CPD points as stipulated by their awarding body
- Create and maintain a personalised Development Action Plan (DAP), taking input and feedback from a variety of sources
- Participate in internal and external professional development activities and demonstrate a commitment to undertake on-going formal education programmes
- Review personal competencies against job specification and identify areas for improvement
- Attend CPD events and undertake CPD activities in line with identified development themes
- Work with an advisor or mentor from outside the ETC

BEING PREPARED FOR THE JOB

This section describes the knowledge, experiences, and qualifications that clubs typically expect of applicants and the characteristics they need to demonstrate to do the job well.

PERSONAL CHARACTERISTICS:

Motivation: <ul style="list-style-type: none"> • The motivations that tend to make a person a good fit to this job 	Resilience: <ul style="list-style-type: none"> • The skills and characteristics that allow successful jobholders to manage the stressful elements of the job 	Interpersonal Skills: <ul style="list-style-type: none"> • The interpersonal skills successful job holders show 	Thinking skills: <ul style="list-style-type: none"> • How successful job holders deal with information and make decisions
<ul style="list-style-type: none"> • Demonstrates curiosity to learn and develop. • Has a desire to progress in the women's game • Motivated to take a role in creating a positive performance culture • Takes pride in delivering high quality work • Enjoys sharing knowledge, and developing people & their professional capability • Is willing to commit to work evenings, weekends and public holidays. 	<ul style="list-style-type: none"> • Is willing / able to flex and change with the demands of a situation • Has strategies for self-management and maintaining work-life balance • Can manage arousal levels in the moment. Eg maintains awareness of body language, energy state, & verbal comms, and can amend in the moment if required • Is able to 'let go' and acknowledge decisions will be made that they cannot control 	<ul style="list-style-type: none"> • Is a good listener • Is approachable to players, staff, coaches, parents • Has strong communication skills; uses understandable language that's relatable to different age groups • Earns trust by being respectful, supportive, and transparent. • Shows an interest and genuine care about player needs. Treats players as humans by providing personalised support and communication • Can communicate difficult decisions with firmness and compassion. 	<ul style="list-style-type: none"> • Highly organised, able to plan & organise to meet deadlines • Makes evidence-based decisions based on a range of inputs (e.g., datapoints from own and MDT colleagues' departments) • Is creative and inventive in managing a finite budget • Considers the impact of decisions • Is open to feedback and other peoples' ideas

EXPERIENCE & KNOWLEDGE

Experience & knowledge <ul style="list-style-type: none"> The postholder is likely to have experience from some of the following:
<ul style="list-style-type: none"> Has developed an understanding of the application of strength & conditioning in an applied team setting. May have some experience in Womens and girls' football, and has some knowledge of how key S&C concepts pertain to Womens and girls football Experiences which have brought understanding of internal and external load monitoring, including GPS and heart rate monitoring Experience of developing & delivering individual and group physical preparation and recovery strategies for children and adolescent females Knowledge of injury minimisation strategies Has an up to date understanding of Child Protection and Safeguarding procedures

QUALIFICATION AND MEMBERSHIP

Essential Qualifications and Membership	Desirable Qualifications and Membership
<ul style="list-style-type: none"> The postholder is typically required to hold the following qualifications and professional memberships 	<ul style="list-style-type: none"> The postholder might hold the following additional qualifications and memberships
<ul style="list-style-type: none"> BSc in Sports Science, Sport Science related discipline or BA in Physical Education and Primary Years Hold UK Strength and Conditioning Association (UKSCA) or ASCC accreditation, certified Strength and Conditioning Specialist (CSCS). If accreditation has not been obtained, evidence must be provided to demonstrate an ability to working towards obtaining it, including, but not exclusive to, the attendance of workshops. For an unaccredited practitioner to be recruited, they must show evidence of the following: <ul style="list-style-type: none"> That they hold the United States NSCA (National Strength and Conditioning Association) qualification - CSCS (Certified Strength and Conditioning Coach). That they hold the Australian ASCA Level 2 or above. They are actively working towards accreditation (evidence of workshop participation, or modules of the accreditation they have passed). By recruiting a practitioner who is 'working towards' accreditation, the ETC must ensure they are accredited within 12 months of employment. This may require the provision of financial support or allowing time to attend the training and/or the assessment. The S&C Coach as a guide may: <ul style="list-style-type: none"> Be working towards or completed MSc Strength and Conditioning or postgraduate related. Have other recognised S&C related qualifications (CSCS/ ASCA Level 2 / BWLA/ FA Level 3) be a BASES Accredited Sports Scientist FA DBS FA Safeguarding Children FA Level 1 Introduction to First Aid in Football (IFAiF) or FA Emergency First Aid 	<ul style="list-style-type: none"> Working towards or completed MSc Strength and Conditioning or related post graduate qualification Additional recognised S&C related qualifications (e.g., NSCA/BWLA/FA Level 3) BASES Accredited Sports Scientist Engages in professional development, for example: Physical Development of Youth Female Players (growth and maturation, female athlete physiology & menstrual cycle) Talent Identification & Talent Development across all sports (RAE, Unconscious Bias, Performance vs Potential) Football Coaching Qualification (Eg., Introduction to coaching Football/UEFA C) Player support (eg - Talented Athlete Lifestyle Support) Coaching & mentoring qualification (e.g., EMCC)