



Job title:	Lead Strength and Conditioning Coach.
Pay Scale:	£18,000 PA
Responsible to:	The Academy Manager and or the Academy Head of Sports Science and Medicine.
Responsible For:	Foundation, Youth and Professional Development Phase Players, Parents / Carers.
Locations:	Blundell Park, Cheapside Training Ground and the Oasis Academy Wintringham.

1. Purpose of the Job:

To be responsible for co-ordinating, implementation and development of the Academy strength and conditioning programme, focusing on age appropriate athletic development for the Foundation (u9-u11's), Youth (u12-u16's) and Professional Development Phases (u18's-u21's) in line with the Club's overall strategy for developing elite players in line with the Elite Player Performance Plan.

2. Main areas of responsibility:

The responsibilities of the Academy Strength and Conditioning Coach shall include;

- Act as strength and conditioning lead for the under 18s training and games programme.
- Work in collaboration with the Academy Manager / U18s Coach and Senior Physiotherapist to organise the daily training schedule, workload and intensity for the U18 age group.
- To lead the strength and conditioning programme across the Foundation and Youth Development Phases.
- Monitor and record all anthropometric & physiological data for all Academy aged players.
- Planning and implementation of individual & group strength & conditioning sessions for all Academy players.
- Planning and implementation of individual group testing & screening sessions as per EPPP requirements for a category 3 club.
- Work in collaboration with the Senior Physiotherapist to provide specific physical development training sessions for the rehabilitation of injured Academy players as and when necessary.
- To work in line with the Academy Philosophy, upholding the Academies 'aims, vision and values' at all times.
- To work within and uphold all the Academies policies and best practice guidelines, including; Safeguarding, Health & Safety, Recruitment, Equality, Diversity and Inclusion and Codes of Conduct.

- Provide athletic development profiles for all Academy players.
- To attend and contribute to all In-service training and continual professional development (CPD) for Academy Sports Science and Medicine Staff.
- To attend and play an active role in regular Academy Management staff meetings, reporting on any issues across the phases including; player performance and development.
- To keep up to date with all English Football League, Premier League and Football Association guidance and correspondence.
- To maintain appropriate levels of individual CPD as outlined within the Youth Development Rules.
- To liaise with the players' Parents/Carers with regards to player development and progress at the Academy.
- To show clear evidence of planning and evaluating of all sessions delivered.
- To ensure that all that all relevant PMA administration is kept up to date including; session planning, evaluations and fitness data (this list is not exhaustive).
- To ensure all Academy player assessments & evaluations are up to date and complete on the PMA, including player feedback.
- To be prepared to do any other duties to further the development of the Club and Academy as and when required.

3. Person Specification:

Qualifications

Essentials:

- BSc (Hons) Sports Science
- FA Safeguarding Certification
- Basic First Aid for Sport (BFAS)

Desirable:

- UKSCA Accreditation
- Gym / Fitness Instructors Qualification

Knowledge, Skills & Experience:

- Strong Leadership and Management Skills.
- Excellent Communication Skills.
- Experience working with the Premier League PMA System.
- A working knowledge and understanding of professional football.
- Competence in all MS Office packages with experience of recording and reporting information.
- Experience of dealing with minors and an excellent understanding of Child Protection and Safeguarding procedures including the relevant clearances for individuals.
- An understanding of the EFL Youth Development rules and regulations.
- Previous Experience of Management within an Elite Sports Environment.
- A comprehensive understanding of the Elite Player Performance Plan (EPPP).
- Full clean driving license.

4. Supervision / Management of People:

- Professional Development Phase Players, Parents / Carers.
- Youth Development Phase Players, Parents / Carers.
- Foundation Phase Players, Parents / Carers.

5. Contacts and Relationships:

- Academy Manager
- Head of Academy Coaching
- Senior Physiotherapist
- Operations Manager
- Lead PDP Coach
- Lead YDP Coach
- Lead FP Coach
- Head of Recruitment and Scouts
- Education and Welfare Officer
- Academy Administrator
- Safeguarding and Welfare Officer
- Academy Goal Keeper Coach
- Governing bodies, including LFE, EFL & The FA
- Footpass Ltd or other appointed auditors
- Grass roots coaches / managers and other officials
- Oasis Academy Wintringham staff

Safeguarding Statement:

Grimsby Town Football Club is committed to safeguarding the welfare of children and young people and expects all staff and Volunteers to endorse this commitment. This post requires an Enhanced Disclosure and Barring Service Check (DBS) as such it is exempt from Rehabilitation of Offenders Act (1974). Therefore all convictions including spent convictions that have not been subject to filtering by the DBS should be declared. Relevant information and / or documents will be distributed as part of the recruitment process.

Equality, Diversity and Inclusion:

Grimsby Town Football Club's commitment to Equality, Diversity and Inclusion is to confront and eliminate discrimination whether by reason of age, gender, gender reassignment, sexual orientation, marital status or civil partnership race, nationality, ethnicity (race), religion or belief, ability or disability, pregnancy or maternity and to encourage equal opportunities (Protected Characteristics, Equality Act 2010).

Employees of Grimsby Town Football Club must ensure a positive commitment towards equality, diversity and inclusion by treating others fairly and not committing any form of direct or indirect discrimination, victimisation or harassment of any description and to promote positive working relationships between all internal and external stakeholders.

BAME Declaration:

Grimsby Town Football Club supports The English Football League's (EFL) introduction of positive action measures aimed at tackling the under-representation of coaches and managers from Black, Asian and Minority Ethnic (BAME) backgrounds. Grimsby Town Football Club will shortlist at least one suitably qualified BAME candidate (where an application has been received) for all roles within the Academy which require a UEFA A or UEFA B Licence.

General Information:

The employee must at all times carry out their duties with due regard to Grimsby Town Football Club policies and procedures.