



Strength & Conditioning Coach City of Oxford Swimming Club

JOB DESCRIPTION

The Club is looking for a Strength & Conditioning Coach to join the current coaching team and develop a progressive Strength & Conditioning programme within the Club. This role will be supported by British swimming & Swim England.

Job Title:	City of Oxford Swimming Club Strength and Conditioning Coach.
Salary Scale:	£22,000-25,000 pa depending on experience
Hours of Work:	Such hours as necessary to carry out your duties. This will involve a minimum of 37 per week and will include working outside normal office hours at evenings and weekends and on Public Holidays.
Employer:	City of Oxford Swimming Club
Location:	The normal place of work is Leys Leisure Centre, Barton Leisure Centre & Oxford High School for Girls however you will be required to travel to and work at other venues and locations regularly to satisfy the requirements of the position.
Responsible to:	Head Coach City of Oxford
Accountable to:	City of Oxford Swimming Club
Contract:	Initially offered until the end of swim season 17/18

ROLE SUMMARY

This role is a key position within the City of Oxford Swimming Club with the clear aim of developing a progressive Strength & Conditioning programme from junior through to international level. The role will be responsible for the delivery and development of strength and conditioning services, and involve working closely with the Coaching team to create a high performance training environment.

The role requires the successful candidate to work collaboratively with both Swim England (as part of their regional S&C network) and British Swimming's World Class Swimming Programme. The person will be expected to communicate effectively with key staff in both organisations and actively contribute to the development of S&C practices in swimming. From time to time this will involve contributing to the delivery of S&C support for national and international level swimmers and coaches.

The successful candidate will be required to design and deliver strength and conditioning programmes with the aim of improving the physical qualities required to enhance swim performance and reduce the likelihood of injury.

This role will require an active contribution to individual athlete planning processes and projects as directed by the City of Oxford Head Coach.

Support at domestic and international competitions and training camps will also be required.

MAIN TASKS AND ACTIVITIES

Work with the Head Coach, the wider 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 and injury rehabilitation

- Develop the strength and conditioning service through effective planning, programming, delivery and education
- Ensure that the delivery of the strength and conditioning service effectively meets its commitments to athletes, coaches and the wider programme strategy including appropriate training objectives.
- Work with coaches to deliver an interdisciplinary approach to performance development
- Where appropriate identify and facilitate appropriate communication methods, including workshops, to inform and educate athletes, coaches and parents in the effective use of strength and conditioning
- Where appropriate, attend, contribute to and provide regular reports at meetings associated with the programme
- Work within the rules of professional confidentiality, liaise with athletes, primary care managers, parents, coaches and other support staff as appropriate

The post holder shares with all colleagues the responsibility:

- for making suggestions to improve the working situation and contribute to positive employee relations within their area of work
- to cooperate with measures introduced to ensure there is equality of opportunity in employment and sports equity; and in addition for post holders with a management responsibility to encourage their staff to ensure that they comply with all aspects of the equal opportunities in employment and sports equity policies and practices.
- for ensuring that the working environment is free of sexual and racial harassment and intimidation and any other form of harassment constituting unacceptable behaviour which is personally offensive.
- to comply with all aspects of the Health and Safety Policy and Arrangements and, in addition, for post holders with a management responsibility to encourage their staff to ensure that they also comply with all aspects of these arrangements.
- to comply with all aspects of any codes of conduct
- to adhere to any professional codes of conduct appropriate to your profession or other codes of conduct that might be deemed applicable to sports science and sports medicine practitioners in general.

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 the light of the changing needs of the City of Oxford Swimming Club.

PERSON SPECIFICATION

The person specification describes the knowledge, skills, aptitudes, experience and qualifications that the City of Oxford Swimming Club & British Swimming deems as necessary for successful performance in the job role.

PERSON SPECIFICATION - S&C COACH LEVEL 3

COMPETENCY AREA	ESSENTIAL / DESIRABLE	ASSESSED BY
Qualifications		
Degree level (or equivalent) in sports science or related area, specialising in physical preparation of elite athletes	Essential	Sight of certificates
Higher degree level (or equivalent) specialising in the physical preparation of elite athletes	Desirable	Sight of certificates
Experience		
Experience in the provision of strength and conditioning service, including coaching to athletes and coaches to improve performance.	Essential	Application Interview
Experience of analysing the demands of a sport in relation to the performance outcomes and identify the strength and conditioning requirements. To develop, implement and evaluate strength and conditioning programmes for individual athletes within these sports	Essential	Application Interview (problem solving task)
Experience of strategic planning including individual programming supported by specific diagnostics and monitoring which inform the coaching process	Essential	Application Interview
Experience of working within a multi-disciplinary team in the delivery of strength and conditioning services	Desirable	Application Interview
Knowledge and Skills		
Understanding of the needs of athletes and coaches in a swimming environment	Essential	Interview (practical)
Anatomical knowledge and ability to apply this within a strength and conditioning environment	Essential	Interview
Excellent knowledge of and ability to teach barbell lifts, supplementary exercises and ground based drills including how to correct common faults with appropriate diagnostics and monitoring	Essential	Practical
Knowledge of the demands of swimming, how physical qualities underpin what it takes to win in swimming and the training and coaching methods used by their coaches	Desirable	Application Interview
Knowledge and ability to construct strength and fitness based training schedules both gym and field based, with appropriate diagnostics and monitoring including of work conducted with athletes	Essential	Assessment/ Interview
Ability to modify strength and conditioning programmes according to the results of assessment data, in conjunction with coaches and other support staff	Essential	Interview
Ability to scientifically validate and interpret the methodology of test protocols and data and other scientific data	Essential	Interview
Ability to communicate complex data in terms that are easily understood by a wide range of audiences	Essential	Interview
Excellent coaching skills including the ability to adapt to the environment to motivate behavioral change and augment performance	Essential	Interview

For this level of role we would expect the individual to have some experience in elite sport, although this does not preclude applicants without this from applying if they feel they have the necessary knowledge and skills. It is important that candidates both have an interest in sport and recognise the importance of promoting and supporting equality, safeguarding and anti-doping within sport.

There is a practical exercise and assessment process involved in the selection of this role. Further details will be provided to shortlisted candidates.

APPLICATION AND SELECTION PROCESS

APPLICATION

Please apply by sending a copy of your CV along with no more than one side of A4/500 words total describing your most meaningful coaching experience, and why do you want to work with the City of Oxford Swimming Club, to jobsoxfordswim@gmail.com by 22 July 2017.

SELECTION

Short listing will take place as soon as possible following the closing date. Please could you indicate clearly on your application a telephone number where you can be contacted during office hours (i.e. 9am – 5pm Monday to Friday). You should presume that you have not been successful if you have not heard from us within 4 weeks of the closing date.

Whilst provisional dates have been set for the recruitment and selection timetable, we may need to be flexible in varying the dates and possibly location of interviews to take account of the individual requirements of candidates.

It is likely that the selection arrangements will only be confirmed following short listing when the requirements of candidates being called to interview can be more clearly assessed.

EQUAL OPPORTUNITIES

British Swimming & the City of Oxford Swimming Club are committed to the promotion of equality of opportunity in all fields. As an equal opportunities employer the City of Oxford Swimming Club intends that no job applicant or employee shall receive less favourable treatment because of gender, gender re-assignment, marital or family status, age, disability, ethnic origin, creed, sexual orientation, Trade Union membership, or by any other condition or requirement which cannot be shown to be justifiable.