



Job Description

Job Title: Fitness/Strength and Conditioning Coach
Department: Co-Curricular
Responsible to: Head of Athletic Development & Director of Sport
Last reviewed: May 2024

Job Outline & Duties

The post of Fitness/Strength and Conditioning Coach involves working approximately 40 hours per week during the term (plus 7 days outside of term time), with the working pattern to be agreed with the Director of Sport.

The role will involve delivering Strength and Conditioning services to Haileybury pupils, aged 11-18, across the spectrum of sporting ability (from beginner to national level athlete). The work will be situated across the all-pupil fitness suite, physiotherapy suite and the Athletic Development Centre.

You will be working to improve performance and prevent injury across the Haileybury sporting programme, plus provide extra sessions for pupils who wish to maintain good levels of fitness in their own time and who wish to enhance their fitness to manage stress and to perform better in the classroom. This will include a combination at the various times of day with performance squads, non-team well-being sessions, injury rehabilitation groups and fundamental movement groups.

Other aspects of the role include:

- support for scholarship testing days,
- sporting outreach with feeder schools and clubs,
- pre-season training, where applicable
- continuous professional development of Haileybury coaching staff regarding athletic preparation

Working across this sporting remit will require you to work flexible hours in line with pupils' school and sporting schedule, this may include early morning, evening and weekend work.

Purpose

The purpose of this job description is to set out the current principal duties of the post. It does not detail every individual task, and employees are required to undertake such tasks and duties as are allocated to them from time to time in accordance with the role. There may be other duties required to ensure the smooth running of the Sports Centre/Department, and in particular when the facilities are evolved and enhanced. This job description will be reviewed annually as part of the School's annual performance review process.

Other Requirements

Safeguarding and Child Protection

All employees must be aware of their responsibilities for promoting and safeguarding the welfare of children and young persons with whom they may come into contact whilst at Haileybury. Employees must comply with the School's Safeguarding and Child Protection Policy and must be familiar with how to raise any safeguarding or child protection concerns.

Health and Safety

In accordance with the Health and Safety at Work etc. Act 1974 and associated legislation, all employees must comply with relevant health and safety procedures and guidance at all times. They must be familiar with, and assist the School in the implementation of, its Health and Safety Policy which is available on the School Portal.

Employees must also adhere to any requirements arising from, or relating to, any relevant risk assessments, Control of Substances Hazardous to Health (COSHH), PPE, and manual handling. Specifically, employees must carry out all duties in a manner which does not endanger themselves or others.

Equality, Diversity and Inclusion

Employees must comply with the School's equality, diversity and inclusion policies and practices in force from time to time and must carry out their duties in a manner which does not discriminate against any person on the grounds of any protected characteristic.

Code of Conduct

Employees at Haileybury are expected to work together cooperatively showing respect, courtesy and helpfulness to others at all times. Employees should work to actively support and promote the School's positive ethos and culture, and must act in accordance with the School's Staff Code of Conduct.

Data Protection

All employees must comply with the School's Data Protection Policy, and must carry out their duties in a manner which is consistent with this policy and data protection legislation generally.

Fitness/Strength and Conditioning Coach

Person Specification

	Essential	Desirable
Qualifications		
Relevant fitness coach qualifications, or desire to gain (UKSCA) qualifications in due course	✓	
Current Basic Life Support training and First Aid	✓	
Sports Science degree (or equivalent)		✓
Knowledge, Skills and Experience		
Experience delivering fitness based coaching programmes to young athletes	✓	
Experience with speed/on feet conditioning	✓	
Confidence in leading on foot gradual return to sport sessions	✓	
Ability to tailor sessions on the spot	✓	
Personal Attributes		
Approachable, warm and friendly	✓	
Smart appearance	✓	
Honest, polite, reliable, resourceful, punctual and committed	✓	
Well organised, able to manage treatment time efficiently	✓	
Enthusiastic and ability to learn with commitment to regularly update knowledge and expertise	✓	
Team player	✓	
Self-motivated with a positive attitude, able to work on own initiative	✓	
Detail oriented	✓	
Understand issues of confidentiality and manage appropriately	✓	
Excellent interpersonal, communication and leadership skills	✓	