



JOB DESCRIPTION

Job Title: Sports Coach (Strength & Conditioning)
Grade: C3 (SCP 19-22)
Reporting to: Partnership Director of PE, Health and Sport.

Location: THE GORSE Academies Trust

Job Purpose:

To provide exceptional coaching delivery across the Strength & Conditioning ("S&C") programme. To support with the development of an extra-curricular programme of national significance that compliments the ambitions of the Trust 'Big 3' initiative.

The sports coach is accountable for:

The Quality of Curriculum Provision.

- Support with development of mid-term plans.
- Support with providing CPD to ensure the effective implementation of these plans in curriculum PE.
- Support with the delivery of S&C within the curriculum.

The Quality of Extra-Curricular Provision.

- Support, the Director of S&C with the promotion and marketing of the S&C programme.
- Support S&C leads within secondary academies in order to build an exceptional S&C programme.
- Coach exceptional S&C sessions.
- Attend all fixtures as requested by Director S&C.
- Take a lead on organisation of fixtures, including competition of evolves.
- Support the Director of S&C with the quality assurance of the extra-curricular programmes.
- Support the Director of S&C with talent identification.
- Support, the Director S&C with retention of students on the programme.
- Correctly follow risk assessments for S&C programme.
- The health, safety and wellbeing of the athletes on the programme.

The Progress of Students on The Programme.

- Support, the Partnership Director with effective monitoring, evaluation, and improvement of athlete progress and participation.
- Self-evaluation of the programme to drive rates of athlete progress and enjoyment.
- To be aware of the KPI's for the programme and support, the Partnership Director to achieve these.
- Support with quality assurance of the sport's programmes.

The Establishment of Competitive Squads.

- Support with the identification and selection of performance squads for competition.
- The promotion of student and squad success.
- The promotion of an inclusive culture which reflects the values of The GORSE Academies Trust ("GORSE")
- The Health and Safety and Risk Assessment of all activities related to competition.

Professional Development and Relationships.

- Have high professional expectations and standards.

- Undertake appropriate training and development to maintain effectiveness in a changing landscape.
- Have a commitment to collaboration and co-operative working.
- Work effectively as a team member.
- Have a commitment to collaborative working within GORSE and with external partners as required.

Knowledge and Understanding in Relation to Strength and Conditioning.

- Be a role model for effective coaching within your specialist area.
- Showcase how highly effective practice can maximise athlete progress and enjoyment.
- Know how to use a range of data to monitor athlete progress and evaluate impact across the range of responsibilities and initiatives.
- Have an awareness of the range of KPI's required to demonstrate a highly effective programme.
- Understand how young people develop and how they progress. Prioritise the well-being of athletes and demonstrate awareness that they can be affected by a range of developmental, social, religious, ethnic, cultural, and linguistic influences.
- Know when to draw on the expertise of colleagues, such as those with responsibility for the safeguarding of children and young people and special educational needs and disabilities, and to refer to sources of information, advice and support from external agencies.

Working Within the Law and Frameworks.

- Know the current legal requirements, national policies, and local guidance on the safeguarding and promotion of the well-being of children and young people.
- Know how to identify potential child abuse and follow safeguarding procedures.
- Know how to identify and support children and young people whose progress, development or well-being is affected by changes or difficulties in their personal circumstances, and when to refer them to colleagues for special support.
- Understand the safeguarding and GDPR implications of any strategic development plans.

Developing Practice.

- Evaluate performance and be committed to improving practice through appropriate professional development (i.e. training, mentoring etc.)
- Have a creative and constructively critical approach towards innovation; being prepared to adapt practice where benefits and improvements are identified.
- Review the effectiveness of practice and its impact on athlete progress, attainment and well-being refining approaches where necessary.

Personal Responsibilities:

- To hold positive values and attitudes and adopt high standards of professional conduct in line with the Seven Principles of Public Life (selflessness, integrity, objectivity, accountability, openness, honesty, leadership) and our trust values of Diligence, Integrity, Rectitude and Kindness.
- Carry out the duties and responsibilities of the post, in accordance with GORSE's Health and Safety Policy and relevant Health and Safety Guidance and Legislation.
- Form positive professional relationships and work in partnership with colleagues throughout GORSE.
- To willingly engage with training as required.
- Treat all aspects of the role with the strictest confidentiality.
- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality, equality and diversity and data protection, reporting all concerns to an appropriate person.
- To complete AM, Break, Lunch & PM duties as required by the Principal.

Any Special Conditions of Service:

- The post is subject to a satisfactory enhanced DBS background check, relevant right to work documentation, suitable references and a six -month probationary period.
- Occasionally there may be a requirement to work off-site and undertake work outside normal office hours to meet the variable nature of workloads and deadlines and to support academy events.
- Contribution to the overall ethos/work/aims of GORSE.
- GORSE operates a No Smoking/Vaping Policy.

PERSON SPECIFICATION

Criteria	Essential/ Desirable
Qualifications	E/D
5 GCSE's Grade C/4 and above (or equivalent) including English and Mathematics.	E
A degree or equivalent qualification in a relevant subject.	D
A higher degree or professional qualification in a related discipline.	D
Knowledge and Skills	E/D
Ability to prioritise workloads and manage the allocation of work effectively.	E
Excellent analytical skills and sound judgement.	E
Excellent verbal and written communication skills.	E
Ability to form meaningful relationships with young people in the full age range of GORSE academies.	E
Ability to build and maintain effective working relationships.	E
Knowledge of the Safeguarding agenda.	D
Detailed knowledge and understanding of MIS and functions.	D
Detailed knowledge and understanding of data analysis, manipulation and presentation techniques.	D
Experience	E/D
Experience of successful coaching at club level.	E
Experience of effective team working.	E
Experience of successful coaching at a regional and national standard.	D
Experience of developing successful tracking systems.	D
Experience of developing systems and processes to improve athlete performance.	D
Personal qualities	E/D
Pleasant and friendly manner.	E
Polite and punctual.	E
Reliable.	E
Energetic, enthusiastic, hard-working and diligent.	E
Highly motivated, ambitious, and upbeat.	E
Calm under pressure.	E
Flexible and collaborative.	E
Work accurately and methodically with attention to detail.	E
A strong commitment to the values of The Trust including the prioritisation of the disadvantaged.	E
Highly organised.	E
Continuous Professional Development	E/D
Evidence of commitment to Continuing Professional Development.	E
Other Conditions	E/D
Enhanced DBS Clearance.	E

We are committed to safeguarding the welfare of children and expect all staff and volunteers to share this commitment. The successful candidate will be subject to full employment checks, including an enhanced DBS disclosure and barring service check. We promote diversity and aim to establish a workforce that reflects the population of Leeds.

Employment is conditional on confirmation of the right to work in the UK – either as a UK or Irish citizen, under the EU Settlement scheme or having secured any other relevant work visa. If you do not have the right to work in the UK and the role does not meet eligibility for sponsorship, please consider carefully whether you meet the eligibility to apply for this position.