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| **JOB TITLE** | Technical Lead Strength and Conditioning |

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| **SALARY** | £ 51,188 |
| **GRADE** | Level DS1 |
| **HOURS** | Up to Full Time FTE but part-time with a minimum of 0.3 FTE (10 hours) will be considered. Fixed term until 31st March 2026 |
| **LOCATION** | UKSI sites and hub sites in South Region (Bath, Bisham, Lee Valley White Water) and West Midlands (Lilleshall, Walsall) |



**ROLE SUMMARY**

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| The Technical Lead (TL) role is a unique and integral part of the UK Sports Institute (UKSI) and High-Performance System (HPS). TLs serve as key leaders within their disciplines, operating within the Human Performance directorate to support four core stakeholders: practitioners, disciplines, sports, and the wider UKSI and HPS ecosystem.  TL’s act in partnership with sports to play a vital role in optimising practitioner delivery, driving innovation, and advancing services, equipment, and technology with the aim of supporting performance planning, delivery, and problem-solving to maintain a world-class high-performance system.  This operates to optimise three key pillars:   * Developing people and environments to maximise impact and foster a culture of continuous learning. * Connecting a learning community within the discipline and across the high-performance system to encourage collaboration. * Delivering quality-assured performance support, ensuring governance, integrity, and adherence to leading performance standards. |
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**KEY RESPONSIBILITIES**

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| **DEVELOP – People & Environments**   * Support the development of S&C practitioners in relation to their Practitioner Development Plans (PDPs), enhancing skills for specific delivery and career progression. * Lead/support insight-led learning design and the delivery of formal and social learning opportunities to meet practitioner and sport needs. * Create learning opportunities aligned with UKSI principles by linking initiatives to practitioner objectives, performance plans and recruitment gaps, designing real-world experiences that drive growth and behavioural change, promoting cross-disciplinary collaboration, and delivering learning that exceeds expectations. * Provide coaching & mentorship to optimize experiential learning and holistic practitioner development. * Support practitioner well-being, including emotional and mental health. * Lead/support project design and delivery to bridge the gap in system and sport needs, prioritising, planning, and evaluating projects to enhance system capability. * Develop resources that enhance efficiency in accessing critical information for decision-making, task completion, and problem-solving.   **CONNECT – Building a Collaborative & Knowledge-Sharing Community.**   * Facilitate a collaborative culture within the discipline and across disciplines where appropriate to share knowledge, problem solve and innovate e.g. Communities of Practice, Social Networks and Technology solutions. * Facilitate internal and external specialist networks to enable sports and practitioners to access knowledge quickly to solve problem and advancement of knowledge or practice. * Facilitate the accumulation and dissemination of knowledge across UKSI and Sports to accelerate problem-solving (e.g. communities of practice, use of technology). * Strengthen engagement with sports by contracting with key personnel, aligning support with athlete, coach, and Performance Support Team (PST) needs, and integrating into cross-discipline field teams.   **DELIVER – Ensuring Quality Assurance & Governance**   * Support sports in identifying, recruiting, and embedding talented practitioners within performance support teams, ensuring practitioner objectives align with sport performance plans. * Oversee quality assurance of practice by recruiting and onboarding successful practitioners into disciplines, sports, and the wider high-performance system. * Maintain high-quality facilities, equipment, and technology, ensuring they are serviced, maintained, and repaired for ongoing functionality and safety. * Develop and implement governance standards, evaluation processes, and assurance mechanisms for UKSI Strength & Conditioning Coaches. * Collaborate with internal and external partners to ensure facilities, equipment, and technology meet the needs of sports and remain fully functional and safe. |
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**ROLE DIMENSIONS**

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| **REPORTS TO** | Head of Strength and Conditioning |
| **DIRECT REPORTS** | Practitioners |
| **BUDGET ACCOUNTABIITY** | N/A |



**KEY RELATIONSHIPS**

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| |  | | --- | | * Technical Lead Team (both S&C specifically but collaboration across disciplines) * UKSI Practitioners * Heads of Performance Support and Heads of Dept within NGB’s | | |  | | --- | | * Athletes and Coaches * UKSI Operations, Learning and People Team. | |

**PERSON SPECIFICATION**

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|  | Essential/  Desirable | Assessed by |
| Competencies |  |  |
| Extensive understanding of the performance demands and needs of elite athletes and coaches. | Essential | Assessment/ Interview |
| Highly advanced understanding of specialist technical skills and knowledge underpinning the delivery of S&C in the performance environment (Including physical training and adaptation, testing and monitoring, periodisation and planning, exercise prescription and coaching). | Essential | Assessment/ Interview |
| Advanced knowledge of scientific underpinnings, and extensive experience in the practical delivery of S&C pillars of coaching, planning and monitoring | Essential | Assessment |
| Ability to maintain professional governance by quality assuring the practice of practitioners in the discipline | Essential | Interview |
| Ability to provide profession specific technical delivery, expertise & consultancy | Essential | Application/Interview |
| Strong planning, project management and organisational skills, with the ability to prioritise, and meet timescales. | Essential | Application/Interview |
| Experience in designing, delivering, and evaluating learning events and experiences. | Desirable | Application/Interview |
| Experience of research, innovation and pioneering practice | Desirable | Application/Interview |
| Experience of developing and managing stakeholder / external partnership relationships | Essential | Application/Interview |
| Experience of leading and/or facilitating a team | Desirable | Application/Interview |
| Knowledge and/or experience of service development, strategy writing & review | Desirable | Application/Interview |
| Personal Attributes |  |  |
| Commitment to a high standard of professional performance and integrity | Essential | Interview |
| Commitment to developing self | Essential | Interview |
| Excellent ability to work as part of a team, driving the discipline standards for the greater good | Essential | Interview |
| Interest and drive to be a leader | Essential | Interview |
| Lead with empathy and kindness | Essential | Interview |
| Desire to develop others | Essential | Interview |
| Knowledge & Experience |  |  |
| Extensive experience of working within an inter-disciplinary team in the delivery of discipline services to athletes and coaches in high performance sport | Essential | Interview |
| Proven experience developing people including the coaching & mentorship of others | Essential | Application Interview |
| Experience of line management and performance measurement and development including setting robust objectives | Essential | Interview |
| Experience of liaising with World Class Programmes within National Governing Bodies of sport | Essential | Interview |
| Experience of liaising with third party companies and partners (e.g. universities) | Essential | Interview |
| Understanding and knowledge of operational people management (e.g., line management, recruitment) and business systems (e.g. finance, HR) | Essential | Interview |
| Experience of holistic development of practitioners (whole person-centred development) including safeguarding and welfare | Essential | Application/Interview |
| Qualifications |  |  |
| Degree level (or equivalent) in a Sports Science discipline specialising in physical preparation. | Essential | Sight of certificate |
| Masters level (or equivalent) specialising in performance psychology or an relevant psychology related field | Desirable | Sight of certificate |
| Formal training in people support and development (including coaching, mentorship, and line management). | Desirable | Sight of certificate |



All UKSI practitioners are expected to engage with and support training and professional development in anti-doping, i.e., Introduction to Clean Sport, safeguarding and GDPR. Practitioners are also expected to adhere to all UKSI policies and procedures and show commitment to promoting and supporting equality, diversity, and safeguarding within sport.

**END OF JOB DESCRIPTION**