



JOB DESCRIPTION			
<b>Job title:</b>	Academy Lead Strength and Conditioning Coach	<b>Contractual status:</b>	Permanent
<b>Hours of work:</b>	40 hours per week which will include evenings and weekends to support the match day and training programme	<b>Salary range:</b>	Competitive
<b>Location:</b>	Barnfield Training Centre, Padiham, Burnley, BB12 8UA	<b>Reporting to:</b>	Academy Head of Sports Science

Job Summary:
<ul style="list-style-type: none"> <li>• Lead and deliver the provision of Strength and Conditioning to the Burnley FC Academy Players.</li> <li>• Lead and manage the Sports Science and Strength and Conditioning support to the Burnley FC Youth Development Phase players.</li> <li>• Contribute towards the growth and development of the Academy Sports Science department, to improve the level of support and detail provided to Academy players.</li> </ul>
Roles and Responsibilities:
<p><b>Academy Lead Strength and Conditioning</b></p> <ul style="list-style-type: none"> <li>• To develop and implement the Academy Strength and Conditioning Syllabus in collaboration with the Academy Head of Sports Science.</li> <li>• Devise and lead the delivery of individual gym-based programmes with assistance from the Lead Sports Scientist and Academy Head of Sports Science.</li> <li>• To develop gym-based testing protocols with appropriate progressions, benchmarks, and targets throughout the age groups.</li> <li>• Assist the Academy Head of Sports Science and Lead Sports Scientist with on-field delivery of Strength and Conditioning (warm-ups, physical development session, ILP work, non-selection training group)</li> </ul> <p><b>Youth Development Phase Physical Development</b></p> <ul style="list-style-type: none"> <li>• Implement on field physical development sessions to develop physical qualities and aid injury prevention.</li> <li>• Plan and deliver weekly gym-based injury prevention and strength and conditioning sessions for the Youth Development Phase players in line with the Academy Strength and Conditioning Syllabus.</li> <li>• Monitor daily physical exertion of training using heart rate, GPS and RPE methods and feedback to the coaching staff via verbal communication and visual reports.</li> <li>• Monitor and educate players on the importance of daily wellbeing, hydration, nutrition, and recovery in line with the Academy and Sports Science educational framework.</li> <li>• Liaise with coaching staff to deliver periodised training sessions with relevant training durations and intensities to ensure progressive overload and prevent overtraining.</li> <li>• Lead the Youth Development Phase fitness testing sessions across the course of the season.</li> <li>• Develop individual physical development programmes for the YDP players based on identified individual needs.</li> <li>• Provide sports science match day support in terms of preparation, nutrition, monitoring, hydration, and recovery.</li> </ul> <p><b>Academy Sports Science and Strength and Conditioning</b></p> <ul style="list-style-type: none"> <li>• Assist in the implementation of the Premier League Benchmark Fitness Testing every 4 months across the course of the season to all academy players.</li> <li>• Assist in the monitoring of all academy player's growth and maturation throughout the academy journey.</li> <li>• Assist in the delivery of the Foundation Phase multi-sports programme.</li> <li>• Contribute towards player and parent education workshops on sports science subjects (nutrition, hydration, psychology, growth, and maturation).</li> </ul>



### **Other Responsibilities**

- Ensure all monitoring and training data is input into the PMA.
- Prepare and contribute to Player Performance Reviews for YDP players.
- To take an active role in all sports science and Academy meetings.
- To supervise and take responsibility for the management and development of part time sports science.
- To actively participate in yearly personal continuing professional development in keeping with the EPPP guidelines.
- Maintain professional registration with relevant governing bodies and organisations.
- To attend briefings, courses and seminars run by the Football Association as appropriate.
- To be able to work flexible hours which includes evenings and weekends where the role of the job requires.
- To work towards agreed Key Performance Indicators (KPIs).
- Comply with all Club policies.
- Promote the Burnley FC brand and ethos in a professional, strong, and positive manner.
- Work alongside other team members to support in other areas of the organisation as and when required to promote best practice.
- To understand and implement the Club's Safeguarding policy, procedures, and best practice guidelines in your role. To use this understanding to ensure safe working practices, appropriate reporting of concerns and contribute positively to a safe environment.
- A commitment to equality and diversity in the workplace.
- Willingness to attend training courses including Safeguarding and Equality and Diversity.
- Demonstrate the Club's values at all times.
- This job description is issued as a guideline to assist you in your duties and is not exhaustive. You may, on occasions, be required to undertake additional or other duties within the context of this job description.



**PERSON SPECIFICATION – ACADEMY LEAD STRENGTH AND CONDITIONING COACH**

CRITERIA	ESSENTIAL	DESIRABLE
<p>QUALIFICATIONS</p>	<ul style="list-style-type: none"> <li>• BSc (Hons) Degree in Sport and Exercise Science or equivalent.</li> </ul>	<ul style="list-style-type: none"> <li>• Possess or working towards UKSCA and or BASES Accreditation.</li> <li>• Master’s Degree in Sport and Exercise Science or equivalent.</li> <li>• Level 2 Certificate in Coaching Football or other sports.</li> <li>• Current and up to date First Aid Qualification.</li> </ul>
<p>EXPERIENCE &amp; SKILLS</p>	<ul style="list-style-type: none"> <li>• A minimum of 2 years previous experience of working with young people in a gym-based environment.</li> <li>• A minimum of 2 years previous experience of delivering on-field physical development sessions for players of from U9-U16.</li> <li>• Understanding of Growth and Maturation and the potential implications on the person.</li> </ul>	
<p>PERSONAL QUALITIES</p>	<ul style="list-style-type: none"> <li>• Confidential towards sensitive information.</li> <li>• Ability to inspire those under his/her command.</li> <li>• Shows initiative, has confidence in own ability with a positive attitude towards undertaking any aspect of the job role.</li> <li>• Displays no prejudice when working with others.</li> <li>• The ability to create highly professional relationships with players and staff to motivate and drive self-determination.</li> <li>• A proactive approach to work.</li> <li>• Possess a growth mindset.</li> <li>• Behave with a high level of professional respect at all times.</li> <li>• Be willing to work cooperatively across departments.</li> <li>• A friendly, positive ‘can do’ and courteous attitude.</li> <li>• A commitment to the aims, vision, and values of Burnley FC.</li> <li>• Good judgement and knowing when to seek advice or support.</li> <li>• Enthusiasm, energy, and resilience.</li> <li>• Flexible, helpful, and responsive.</li> </ul>	<ul style="list-style-type: none"> <li>• Good IT skills.</li> <li>• Passion for football.</li> <li>• Access to transport for work purposes.</li> </ul>