

Strength & Conditioning Coach – Job Description

The Albion Foundation is the official charity partner of West Bromwich Albion Football Club.

A Proud Albion Family, Engaged, Inspired and Achieving its Potential.

Making a measurable difference in the heart of our community.

We Care About Making a Difference.

Diversity is important to us; Growing, Maintaining and Promoting a diverse team is top priority for us. We encourage applications from a diverse range of suitably qualified candidates and would encourage Sandwell residents to apply.

Job Title:	Strength & Conditioning Coach (GGP & ETC)
Reports to:	Player Development Lead & Head of People
Contract term:	2025 – 2026 season ending May 26
Hours of work:	This is a part-time role with an approximate number of 6 hours per week You will be required to work outside of normal office hours, at evenings and weekends, with home working for administration and non-contact delivery. 3 hours at training on Tuesday evening (18:00 – 21:00pm) 3 hours at training on Thursday evening (18:00 – 21:00pm)
Salary:	£18 per hour

Job purpose:

The purpose of the Strength & Conditioning Coach will be to offer Emerging Talent Centre (ETC) and Girls Games Programme (GGP) players a physical performance programme that supports the club blueprint and delivers high quality athletes who are balanced, autonomous and adaptable. You will allow players to experience a safe, secure and supportive environment.

You will be an advocate and guardian of the women's game.

Key responsibilities:

Physical Performance Development:

- Contribute to the coaching blueprint/curriculum ensuring there is Strength & Conditioning provision which complements the football programme.
- Deliver – or oversee the delivery of the physical development programme, including:
- Design and deliver individualised athletics development programmes as well as group training sessions.

- Provide injury rehabilitation training of players as directed by the Physiotherapist, in preparation for return to training.
- Design and deliver a fitness testing programme. Use the results to drive group and individual training programmes.
- Work with the Physiotherapist to develop and support an activation/prehab programme.
- Manage facilities and equipment within the ETC/GGP so that it is well maintained and safe to use.
- Maintain a comprehensive database of work conducted with athletes and coaches.
- Keep records which meet the standard required by The FA and the appropriate professional bodies.
- Communicate with parents in the event of S&C related queries, generally and specifically to their children. Educate parents with regards to their role in supporting physical development, injury prevention, injury care, recovery, diet and other factors relating to lifestyles away from the ETC/GGP.

Multi-Disciplinary Team:

- Advise and direct other staff on the needs of players. Attend case management meetings and provide professional opinion/input.
- Educate coaches on the S&C provision and embedding physical outcomes within technical sessions.
- Work with the Safeguarding Officer to ensure that the wellbeing and welfare of all players and staff is always an operational priority.

Self-Development:

- Seek feedback from others and reflect on personal behaviour and performance to identify areas for improvement.
- Keep abreast of current research and evidence-based practice in the S&C field. Practitioners should undertake CPD in line with their professional body guidelines.
- Keep professional qualifications up to date and active by completing the relevant number of CPD points as stipulated by their awarding body.
- Create and maintain a personalised Development Action Plan (DAP), taking input and feedback from a variety of sources.
- Participate in internal and external professional development activities and demonstrate a commitment to undertake on-going formal education programmes.
- Review personal competencies against job specification and identify areas for improvement.
- Attend CPD events and undertake CPD activities in line with identified development themes.
- Work with an advisor or mentor outside the ETC.

For all Albion Foundation staff

- Promote a positive and professional image at all times including appearance and punctuality.
- Have an understanding of the Albion Foundation departments and projects and encourage additional participation.
- Attend performance reviews, staff meetings and training as requested.
- Any other duties deemed appropriate by line manager or equivalent.

Strength & Conditioning Coach – Person Specification



Education & Qualifications	Essential	Desirable	Measured
BSc in Sports Science or a Sport Science related discipline	✓		Application
Hold UK Strength and Conditioning Association (UKSCA) or ASCC accreditation. If accreditation has not been obtained, evidence must be provided to demonstrate an ability to working towards obtaining it, including, but not exclusive to, the attendance of workshops.	✓		Application
Enhanced FA DBS (Disclosure & Barring Service)	✓		Pre-employment checks
FA Safeguarding Children	✓		Application
FA Level 2 First Aid	✓		Application
Knowledge & Experience			
Developed an understanding of the application of Strength & Conditioning in an applied team setting, with a proven track record of working on S&C within female football	✓		Application/Interview
Experience of developing & delivering individuals and group physical preparation, including recovery strategies for children and adolescent females	✓		Application/Interview
Experiences which have brought you an understanding of internal and external load monitoring, including GPS and heart rate monitoring	✓		Application/Interview
Demonstrate knowledge of injury minimisation strategies, including an up to date understanding of child protection and safeguarding procedures	✓		Application/Interview
Activity planning and a sound knowledge of the workings of a Professional Football Club and/or grass roots within an MDT	✓		Application/Interview

Skills & Abilities

Able to communicate effectively with a range of people and age groups	✓		Interview
Able to work in both a team and independently	✓		Interview
Able to adapt sessions to participants to suit their talent and age group	✓		Interview
Excellent planning and organisational skills	✓		Interview
Basic IT skills to include Microsoft Office products	✓		Interview

Personal

Ability to work efficiently on own initiative and maintain a high standard of work	✓		Interview
A flexible attitude to working and willing to work evenings and weekends including matchdays	✓		Interview
Hold a valid driving licence and have access to own transport	✓		Interview
Reliable and dependable	✓		Interview

Equality & Diversity

Must be able to recognise discrimination in its many forms and adhere to Foundation's Equality policies	✓		Interview
Able to work within a diverse community and draw on individual strengths to promote equality & diversity.	✓		Interview

Additional information

This job description aims to provide a guide to the main roles and responsibilities involved in the post at the date that it is drawn up; it does not provide an exhaustive list.

TAF (The Albion Foundation) changes to meet the demands of customers and stakeholders, therefore duties included in the role may change and job descriptions will be reviewed and updated accordingly. Employees are expected to be adaptable and employ a flexible approach to their work.

All staff are expected to:

- Demonstrate and uphold TAF's values, adhering to the Staff Code of Conduct.
- Conform to TAF's Safeguarding policy, demonstrating a commitment to safeguarding and the welfare of all young people and vulnerable adults.
- Conform to TAF's Equality and Diversity policy and championing improvements.
- Attend and participate in INSET/training days and continually commit to build on your personal Continual Professional Development.