
The Albion Foundation

Job Description — Strength & Conditioning Coach

Grade	Grade 2	Starting Salary	£27,500 Pro Rata	Band: £27,500 – £28,999
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Section 1 — Role Identity

Job Title	Strength and conditioning coach	Grade	2
Reporting To	Head of Sport	Department / Programme Area	Football for All
Location / Sites	Ray Hall Lane	Contract Type	Fixed Term 10 Months
Hours per Week	6 hours - £17.00 per hour	Date of Last Review	5 th June 2026

Section 2 — Role Purpose

The Strength & Conditioning Coach delivers high-quality physical performance programmes to participants within the Girls' Games Programme (GGP), Emerging Talent Centre (ETC) and MJPL Programme, ensuring activity aligns with TAF quality standards and player development objectives. The role supports the physical development, wellbeing, and long-term athletic progression of players through evidence-based strength and conditioning provision. Without this role, the physical performance programme and player development pathway would not be delivered consistently or effectively.

Section 3 — Key Responsibilities

1.	Delivers a programme of high-quality strength and conditioning sessions to players across the ETC, GGP and MJPL Programmes ensuring activity meets agreed quality standards, safeguarding requirements, and player development objectives.
2.	Plans and prepares physical performance programmes in advance, adapting content to meet the age, stage and developmental needs of individual players and groups.
3.	Monitors and records participant attendance, testing data, progress, and outcomes to agreed reporting standards, contributing to impact measurement and programme evaluation.
4.	Maintains awareness of and adheres to all relevant health and safety requirements, including equipment checks, risk assessments and safe delivery practices.
5.	Builds positive relationships with players, parents/carers, coaches, and multidisciplinary staff, always representing TAF professionally.
6.	Contributes to programme planning and development, sharing performance data, player insights and learning with colleagues and line managers.
7.	Designs and delivers age-appropriate strength and conditioning programmes that support athletic development, injury prevention and long-term player progression.
8.	Implements physical testing and monitoring processes, using performance data to inform individual and group development programmes.
9.	Works collaboratively with coaches, physiotherapists, and multidisciplinary staff to integrate physical development outcomes within the wider player development programme.
10.	Supports player education and wellbeing by promoting effective recovery, nutrition, injury prevention and healthy lifestyle habits with players and parents/carers.

All Albion Foundation Staff — Generic Responsibilities

- Promote a positive and professional image at all times, including appearance and punctuality.
 - Have an understanding of The Albion Foundation's 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. Where additional duties become a permanent and significant feature of the role, a job description review should be requested.
 - 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 champion improvements.
 - Attend and participate in INSET/training days and continually commit to building personal Continual Professional Development.
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Section 4 — Scope and Accountability

4a — Line Management Responsibility

Informal mentoring / support (if applicable)	Support to coaches and multi-disciplinary staff on physical development principles.
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4b — Budget Accountability

Delivery Coach roles do not hold budget accountability. Note any programme resources or equipment the role is responsible for managing.

Resources / equipment accountability (if applicable)	Strength and conditioning equipment, testing resources and training equipment used within ETC and GGP provision.
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4c — Programme and Audience Reach

Programme(s) delivered	Girls' Games Programme (GGP), Emerging Talent Centre (ETC) and MJPL Programme
Sites / locations	Sandwell Academy and various match day venues
Audience types (e.g. primary, secondary, disability, adult)	Female players aged 8–16 (or programme age groups as applicable) MJPL Players
Typical weekly delivery hours	6 hours

Section 5 — Person Specification

Area	Essential	Desirable
Qualifications & Licences	Enhanced DBS, Emergency First Aid, Safeguarding Level 1, BSc in Sport Science (or related discipline)	UKSCA Accreditation / ASCC Accreditation
Experience	Experience delivering strength and conditioning programmes in a sport or player development environment.	Experience within female football and talent development pathways
Knowledge	Understanding of athletic development, injury prevention, safeguarding and child protection	Knowledge of load monitoring, GPS systems and performance testing
Skills	Ability to design and deliver engaging physical performance programmes; strong communication and relationship-building skills; organised and reliable	Experience analysing and interpreting performance data
Personal Attributes	Lives by TAF values; commitment to equality, diversity, and inclusion; enthusiastic, positive and resilient	Commitment to ongoing CPD and evidence-based practice

Section 6 — TAF Values

All TAF staff are expected to demonstrate the four organisational values in their day-to-day work. The behaviours below describe what living each value looks like at TAF — they apply to every role and grade.

TAF Value	Observable Behaviours — universal across all grades and roles
Show Integrity "Do the right thing"	<ul style="list-style-type: none"> Always tries to do the right thing by others and the organisation Can be relied upon to do their best work when not supervised Transparent and honest — does not cover up mistakes
Go Above and Beyond "Get it done"	<ul style="list-style-type: none"> Has a can-do attitude; does not wait to be asked Will do what it takes to get the job done Goes the extra mile consistently, not just occasionally
Find a Better Way "Find solutions"	<ul style="list-style-type: none"> Has a growth mindset — open to change and new approaches Invests in their own learning and CPD proactively Brings solutions rather than just problems
Inspire to Achieve "Make things better"	<ul style="list-style-type: none"> Brings energy to the organisation on a daily basis Finds the spark in others and motivates them to achieve more Inspires participants, colleagues or community to believe in themselves