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**JOB DESCRIPTION – ACADEMY LEAD STRENGTH & CONDITIONING COACH**

**1.** **JOB TITLE** Academy Lead S&C Coach

Responsible to: Academy & Player Development Manager

Technical guidance from First Team Head of Sports Science

**2.** **MAIN PURPOSE**

To be responsible for the development and implementation of the Academy’s sports science plan in line with the Club’s overall strategy for developing elite players.

**3.** **RESPONSIBILITIES**

**3.1 Specific Responsibilities**

To lead and develop the Academy’s sports science department in line with the Club’s strategic objectives and the Elite Player Performance Plan (EPPP). Focus will primarily be on the development of the following areas of support;

* Strength and conditioning – pitch and gym-based work
* Diet and nutrition
* Sports science, including physiology, biomechanics, physical testing and measurement
* Psychology

Manage and oversee strength and conditioning programmes for all age groups in the Academy, to monitor progress of players, and to ensure that the requirements of the EPPP in relation to National Testing initiatives are met.

Implement effective testing in the following areas;

* Age appropriate medical and physical screening
* Anthropometric assessments
* Physiological/fitness testing
* Movement and posture/functioning screening
* Predictive testing of size and shape/maturation measurement

Produce regular reports on the progress of each player within the Academy and ensure that the appropriate sports science information is added to each player’s Performance Clock.

Ensure that all players graduating from the Academy, whether into the Development or First Team squads or leaving the Club, do so with a completed sports science Player Performance Record as required by the EPPP guidelines.

Develop a set of sports science performance criteria for all Academy recruits and to ensure that all new recruits meet the criteria specified.

Manage and oversee the all staff and interns in regards to sports science and to ensure that an excellent professional standard in the delivery of sports science is delivered and maintained.

Ensure that appropriate recovery and injury prevention strategies are adopted after games and on recovery days

Work in tandem with the First Team Head of Sports Science and all other sports science and medical staff.

Procure and manage the allocation of all specialist equipment required by the department, in line with budgetary controls.

Attend Academy Management Team meetings on a regular basis as directed by the Academy & Player Development Manager.

Undertake personal CPD as appropriate to meet the demands of the role and maintain professional standards.

Create and coordinate an effective CPD programme for departmental staff as appropriate.

Maintain discretion and confidentiality at all times.

Be presentable, smart and personable at all times when representing the Club.

Undertake all reasonable tasks assigned by the Manager.

**3.2 Health & Safety**

Lead by example being diligent and observant at all times.

Ensure safety & risk are considered within all projects.

Ensure a safe and respectable environment for all players and staff to maximise their holistic development.

**4. QUALIFICATIONS**

**4.1 Essentials**

1. BSc/BA in Sports Science (or related discipline)
2. FA Level 2 Emergency First Aid in Football (EFAiF)
3. Valid enhanced CRC check
4. Full UK Driving Licence

**4.2 Desirables**

1. MSc/MRes/MPhil in Sports Science (or related discipline)
2. UKSCA/NSCA/NASM qualification(s)
3. BASES accreditation
4. BASEM accreditation
5. UEFA B Licence
6. FA Youth Award Module(s)

**5. PERSON SPECIFICATION**

Committed, enthusiastic and passionate about the athletic development of professional football players.

Confident to work within a team and use one’s own initiative.

Able to communicate clearly and effectively with players and staff at all levels, with absolute discretion.

Able to adapt to the demands of the job and needs of the players and staff.

Dedicated to self-improvement and continuous professional development.

Willing to follow and promote the philosophy of the Club.

**6. EQUALITY STATEMENT**

The employee must at all time carry out their duties with due regard to Luton Town Football Club policies and procedures.

The employee must ensure a positive commitment towards equality and diversity by treating others fairly and not committing any form of direct or indirect discrimination, victimisation or harassment of any description and to promote positive working relationships between all internal and external stakeholders.

The employee must contribute to encouraging equality and respecting diversity by embedding such values in the workplace and challenging inappropriate behaviour and processes.