**JOB PROFILE**

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| **Job Title** | Assistant Physical Preparation Coach | **Reporting to** | Regional Physical Preparation Manager |
| **Division** | High Performance | **Department** | Physical Preparation |

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| **Job Purpose** |
| Supporting regional delivery through assisting and, where identified, leading on the delivery of professional physical preparation support services for the sportscotland institute of sport, to effectively optimise the achievement of the stated performance outcomes for assigned athletes and sports. |

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| **Resource Management** |
| **Direct Reports:** 0**Staff Reporting to Direct Reports:** 0**Contractors:** 0**Level of Budgetary Responsibility:**  0**Delegated Authority Level:** 0 |

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| **Key Responsibilities & Accountabilities** |
| * Design and implement, under the guidance of Regional Physical Preparation Manager and Senior Physical Preparation Coaches, high quality and specialised physical preparation programs including, but not limited to, strength and power enhancement, speed enhancement, agility and movement skills refinement, endurance capacity increases and injury prevention/rehabilitation.
* Under guidance design and implement high level rehabilitation programming, delivery and development.
* Undertake a structured learning program to support continuous professional development.
* Liaise and co-ordinate with other service providers and coaches to ensure effective, integrated service delivery within assigned sports program.
* Work collaboratively as part of a high performing team/organisation, establishing and maintaining effective partnerships with key internal and/or external stakeholders to lead and deliver high quality business outcomes.
* Assist in the delivery of quality service delivery and reporting on relevant issues as requested or required.
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| **Knowledge & Experience** |
| **Knowledge (Essential)*** Technical knowledge across a number of individual and team sports, particularly fundamental principles, techniques, coaching trends and recovery methods
* Demonstrated success working with coaches and athletes across multiple sports
* Understanding of system and pathway approach to long term athlete development
* Strategic thinking skills including the ability to:
	+ Analyse and identify issues and program implications and propose solutions; and
	+ Harness information, identify gaps and assess the value of information to identify and develop opportunities with internal and external partners
* Communication skills and a proven ability to build and maintain effective relationships both internally and externally with a diverse range of stakeholders
* Ability to integrate with other service providers to develop and deliver physical preparation programs
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| **Experience (essential)*** Demonstrable experience in successful physical preparation program design and practical implementation for athletes across all components
* Demonstrable experience in working in a performance environment
* Demonstrable success working with coaches, athletes, and service providers across multiple sports
* Demonstrable experience of how to apply the principals of long-term athletic development in programming and planning
* Demonstrable communication skills (including interpersonal and written representation) and a proven ability to build and maintain effective relationships both internally and externally with a diverse range of stakeholders
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| **QUALIFICATIONS** * Degree level or equivalent qualification in sports science or related area specialising in Strength and Conditioning or Physical Development
* UK Strength and Conditioning Association accreditation

National Strength & Conditioning Association – Certified Strength & Conditioning Specialist or ASCA Level 2 |

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| **Key Competencies** |
| **Leadership** * Seeks clarity on behaviours that are expected of them and the team, working with the manager to define and monitor those behaviours
* Supports others to understand the behaviours and values of the organisation and how they might demonstrate them
* Sometimes undertakes work not tasked but which is supportive of their own or team/business unit objectives

**Judgement & Decisiveness*** Makes decisions following appropriate risk assessment, ensuring that safety is not compromised for the team
* Has the confidence to make a decision based on the information they have or after consultation with others
* Demonstrates that they know where to find the information that they need to make a decision for themselves and the team

**Continuous Improvement*** Continually reviews work processes and practices to identify and implement improvements
* Responds to problems with an open mind
* Is keen to try new approaches or methods of working or to apply new technology
* Shares ideas with other team members and listens to the ideas of others
* Responds positively to challenges and constructive feedback from others

**Planning & Organising*** Makes best use of their own time and resources
* Agrees realistic timescales for their own work
* Distinguishes between priority and non-essential tasks and plans accordingly
* Adapts to unplanned changes in workload and re-plans or prioritises accordingly

**Results Focus*** Identifies and focuses on priorities in line with overall goals and objectives
* Tracks progress and resolves issues promptly if targets are slipping
* Maintains enthusiasm and commitment to deliver results, even when difficulties arise
* Builds personal credibility by taking responsibility and being accountable for their decisions at all times
* Understands the impact of their job on other jobs and related areas

**Problem Solving*** Is able to interpret relevant information easily and understand what information will assist in developing a solution
* After implementation, evaluates the effectiveness and efficiency of the solution
* Asks the right questions to get the information and/or clarity that is required to understand the problem and create a solution

**Working With Others*** Is aware of impact on others and co-operates with all areas of the organisation
* Can describe team/shared goals and works co-operatively with others to achieve them
* Identifies and seeks out key people in the organisation, building relationships for the benefit of current and future work
* Communicates in a well-structured, concise and clear way both verbally and in writing
* Deals confidently with others and is assertive when necessary

**Performance Management*** Actively works with their manager to develop goals/objectives for themselves and their team
* Welcomes feedback and uses it to agree ways of improving the way they and the team work, including behaviours
* Understands how they and their objectives relate to team and company goals

**Developing Self & Others*** Reviews their progress against development activities and their impact with their manager
* Provides clear instruction or guidance to others in areas of expertise, coaching/supporting them to achieve
* Welcomes feedback and provides others with constructive feedback to support improvements in delivering outcomes
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