



## THE ACADEMY OF FOOTBALL

### **Academy Strength and Conditioning Coach**

<b>Salary:</b>	Competitive
<b>Hours:</b>	Full Time (due to the job role daytime, evening and weekend work will be required)
<b>Contract:</b>	Permanent
<b>Closing Date:</b>	Thursday 14 <sup>th</sup> September
<b>Location:</b>	West Ham Academy Training Ground, Chadwell Heath

West Ham United FC Academy is currently looking to appoint a dedicated and enthusiastic Strength and Conditioning Coach to join our team and lead the S&C programme for our U15 – U18 players. The post holder will work with the Head of Athletic Development, Performance Scientists, Physiotherapists and Coaches to reduce the risk of injuries and improve performance through developing, implementing and evaluating strength and conditioning programmes that reflect scientific principles as they relate to adaptation, periodisation, peaking, tapering and injury rehabilitation

West Ham United Academy is a Category 1, Premier League Academy with a strong tradition of producing elite young players that progress to having successful careers within professional football. The Academy has a highly experienced multi-disciplinary sports medicine and athletic development department that prides its self on forward thinking, innovative practice, and having passionate, committed staff. We are looking to recruit a Strength & Conditioning coach to join our team and lead the S&C programme for our U15 – U18 players. This role provides the right candidate with an exciting opportunity to contribute to the physical development of the next generation of West Ham United players, whilst contributing to a wider physical development pathway for players across all academy age groups.

West Ham United staff enjoy generous benefits, including a contributory scheme, 25 days' leave and life assurance. You can also take advantage of childcare vouchers, interest-free season ticket loans, a cycle to work scheme and our employee wellbeing programme.

#### **Job Description:**

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- With guidance from the Head of Athletic Development, plan, deliver, and monitor the strength and conditioning services to U15-18 players, in line with the philosophy set out by Head of Athletic Development.
- Develop and maintain outstanding relationship and communication pathways with players, coaches and members of the multi-disciplinary team, ensuring the expected standard and detail of service delivery are achieved.
- In collaboration with the U9-16 Physical Development Coach ensure that the U9-14 physical development programme is aligned with the requirements and objectives of the YDP & PDP strength & conditioning philosophy. This should ensure that when players transition from U14 to U15, they are physically prepared for the next phase of the athletic development Pathway.
- Work closely with U9-16 Physical Development Coach to ensure the transition of players from YDP to PDP is efficient and appropriate.
- Deliver pitch based Training or Match day warm-ups when requested by senior staff.
- Ensure that S&C development work compliments the pitch based training programme. Individual programmes should be guided by screening results and focused on achieving player objectives.
- Take an active role in the multi-disciplinary rehabilitation of injured players.
- Take an active role in the development of injury reduction and robustness strategies being delivered by the department.
- Take an active role in preparation & activation sessions before training.
- Ensure that effective recovery protocols are implemented for academy players across the phases.
- Lead on S&C based screening for U15-18s, and assist with screening of other age groups as required.
- Ensure that safe and responsible practice is carried out in every session, by players and staff on all academy sites.
- Ensure all records of individual Strength & Conditioning sessions are kept up to date and uploaded to PMA in line with EPPP requirements.
- Take the lead in the analysis of injury audit data from YDP & FP to identify trends and implement interventions to help reduce the risk of injury.
- Help maintain condition of all gym facilities and equipment on every academy site.
- Actively participate in departmental CPD/in-service training.
- Manage students on placement. These could be season-long sandwich placement students, or short-term work experience placements.



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- Fully engage in player and staff individual development plans. You will be allocated a number of players for whom you are to act as their 'mentor'. You are expected to have a record of your own CPD plan.
- Access the latest strength & conditioning research, in order to identify areas the department can continue to improve provision to academy players.
- Contribute to department performance plan, when requested.
- Attend daily MDT meetings, raise concerns and assist with planning accordingly.
- Attend working group meetings, when requested.
- Assist other members of the department staff to ensure the services provided are to an exceptional standard.

**This job description is not to be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and will be amended in the light of the changing needs of the organisation.**

### **Person Specification**

The ideal candidate will have skills and experience in the following areas: -

Essential (E) Desirable (D)

### **Education/Qualifications/Experience:**

- Degree level (or equivalent) in sports science or related area, specialising in physical preparation of elite athletes (E)
- Higher degree level (or equivalent) specialising in the physical preparation of elite athletes (D)
- UKSCA Accreditation (or equivalent) or ability to obtain within 6 months (E)
- 1 years' experience of working with young people (primary/secondary) (E)
- Experience in the provision of strength and conditioning services, including coaching to athletes and working with coaches to improve performance. This will preferably include working in a football academy environment but not essential. (E)
- Experience of analysing the demands of a sport in relation to the performance outcomes and identifying the strength and conditioning requirements. To develop, implement and evaluate strength and conditioning programmes for individual athletes within these sports. (E)



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- Experience of strategic planning including individual programming supported by specific diagnostics and monitoring which inform the coaching process. (E)
- Verifiable record of working within a multi-disciplinary team in the delivery of strength and conditioning services to high performance sport. (E)

### **Abilities/Skills/Knowledge:**

- An understanding of the needs of elite athletes and coaches in a high performance environment (E)
- An understanding of the various sports science and sports medicine disciplines (E)
- Anatomical and biomechanical knowledge and ability to apply this within a strength and conditioning environment (E)
- Knowledge of and ability to teach barbell lifts, supplementary exercises and ground based drills including how to correct common faults with appropriate diagnostics and monitoring (E)
- Knowledge and ability to construct strength, speed/change of direction and fitness based training schedules both gym and field based, with appropriate diagnostics and monitoring including an indexed database of work conducted with athletes (E)
- Ability to modify strength and conditioning programmes according to the results of assessment data, in conjunction with coaches and other support staff (E)
- Ability to scientifically validate and interpret the methodology of test protocols and data and other scientific data (E)
- Ability to communicate complex data in terms that are easily understood by a wide range of audiences (E)
- Good coaching skills including the ability to adapt to the environment to motivate behavioural change and augment performance (E)
- Skilled in building and maintaining productive relationships with players, coaches and members of multi-disciplinary team (E)
- Demonstrate a good understanding of how to engage with young people. (E)
- Understanding and commitment to the Club's Equality Policy and ability to promote anti-discriminatory practice (E)



## THE ACADEMY OF FOOTBALL

We are committed to the principle of equality and equal opportunities in employment and have been accredited with the being Disability Confident Committed. We will actively promote equality and equal opportunities in our business to ensure that individuals receive treatment that is fair and equitable and consistent with their relevant aptitudes, potential skills and abilities. Employees will be recruited and selected, promoted and trained on the basis of objective criteria.

West Ham United is committed to equality and safeguarding children and vulnerable adults. Positions that involve working with such groups are subject to safer recruitment protocols, including DBS Disclosure at enhanced level.

Once you have applied for this role you are required to complete an equal opportunities survey to allow the Club to monitor the success of its equality initiatives. The survey will take two minutes and can be access using the following link: [https://www.surveymonkey.co.uk/r/WHU\\_Equal\\_Opportunities](https://www.surveymonkey.co.uk/r/WHU_Equal_Opportunities).

To apply please email your CV with a covering letter and return e-mail address to [mbramhall@westhamunited.co.uk](mailto:mbramhall@westhamunited.co.uk) by **14<sup>th</sup> September 2017** We encourage applicants to apply as early as possible as we reserve the right to close the advert earlier than advertised.

