

Job Information Pack

BWL are looking for an **Assistant World Class Programme Coach** to support the weightlifting team

Overview of Role/Requirements

British Weight Lifting (BWL) is seeking an Assistant World Class Programme (WCP) Coach to provide elite technical coaching and in-person training support for World Class Programme and Talent Pathway athletes. Based primarily at the BWL Performance Centre in Nottingham, with visits to athlete home environments and international competition travel, this role focuses on delivering high-quality training sessions, assisting in international arena environments, and fostering a positive, professional learning culture.

Hours:	Full-time
Salary:	£30,000
Location:	BWL National Performance Centre (Nottingham)
Responsible to:	Head of Performance
Closing date:	17 July 2026
Interviews:	w/c 3 August 2026

The role will require regular weekend work, domestic and international travel, and overnight stays to support the delivery of training camps and international competitions.

About British Weightlifting (BWL)

We launched our **FIND YOUR STRONG** strategy in May 2026.

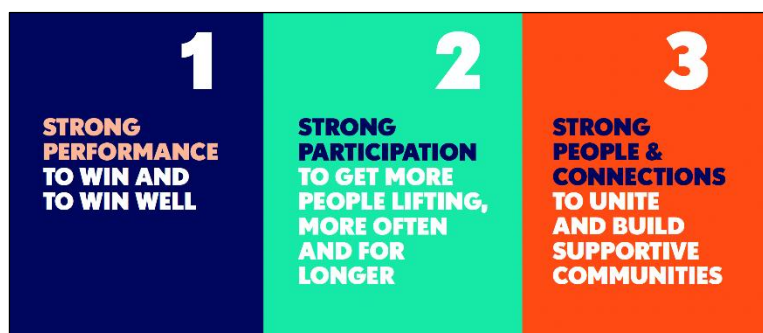
Our Vision

Forging a stronger nation through weight lifting. Where every lift build strength, confidence, opportunity and connection, helping everybody find their strong.

Our Mission

To strengthen weightlifting and para powerlifting from grassroots to podium by building the people, places and pathways that crate more lifts and better lifters, helping everybody find their strong

Our four-year strategy is built upon three areas of focus:



Our guiding principles for strong foundations are:



Purpose of the Role

- Deliver high-quality, impactful coaching at the BWL Performance Centre (Nottingham) for World Class Programme and Pathway athletes, alongside conducting periodic site visits to decentralised athletes in their home training environments.
- Provide elite-level coaching and technical leadership in international arena environments for both World Class Programme and Pathway athletes.
- Support the Head of Performance – Weightlifting to embed BWL's desired performance culture; cultivating an environment and culture where people are open to learning, diligently and professionally go about their business with high standards and have a clear understanding of both the support available and the role they play in supporting others.
- Work collaboratively with the Head of Performance – Weightlifting to ensure coach development and technical insights are integrated into wider organisational initiatives, including education, competitions, communications, digital developments, and governance.

Key Responsibilities

- Work closely with the WCP Multi-Disciplinary Team (MDT) to deliver BWL's progression strategy ("*Evolve the way we support athletes of high potential*"). This includes providing regular in-person coaching and performance management for athletes selected for the BWL World Class programme, international teams and pathway training squads.
- Ensure all technical and tactical coaching is of a world-class standard, suitably individualised, and directly aligned with each athlete's training programme and individual athlete plans.
- Act as an exemplary role model, ensuring athletes and support staff maintain the highest standards of professionalism and conduct to maximise individual and team performance and development goals.
- Work closely with the BWL Head of Performance to support the development of personal and pathway coaches working with World Class Programme athletes through informal mentorship, guidance, and collaborative engagement with the wider BWL performance team.
- Support the wider business on strategic performance projects as reasonably requested by executive leadership.
- Consistently demonstrate behaviours and a professional work ethic that champion the core values of BWL.

Person Specification

The person specification describes the experience, qualifications, knowledge, skills and abilities that BWL are looking for.

Minimum requirements:

- Must be eligible to work in the UK, be a UK resident and possess a valid passport or be able to obtain one prior to 1 September 2026
- Individual must not be currently under disqualification, expulsion, or suspension by all or any of: BWL, the IWF, the EWF, IOC and/or any other body competent and recognised by BWL or disqualification, expulsion, or suspension under the World Anti-Doping Code
- An Enhanced DBS check and an up-to-date Safeguarding Certificate
- BWL Level 2 Coaching Weightlifting Qualification and Licence (or BWL-recognised international equivalent)
- Valid First Aid qualification
- Full UK driving licence.

Essential skills/experience:

- Elite Coaching: Proven track record of delivering technical coaching to elite or sub-elite weightlifters within a high-performance environment (eg, Pathway or international level) and a strong knowledge of Olympic weightlifting technical models, and programming.
- Proven ability to identify, develop and progress athletes through performance pathways towards international success.
- Competition Experience: Experience coaching and lifting "on the platform" in high-pressure, international arena environments.
- People Centred: Ability to adapt coaching approaches to meet the individual needs of athletes while maintaining programme standards and performance objectives.
- MDT Collaboration: Experience working within a Multi-Disciplinary Team (MDT), including sports scientists, physiotherapists, and psychologists.
- Communication and Relationships: Outstanding interpersonal skills to build trust and positive relationships with diverse athletes, personal coaches, and senior stakeholders from all backgrounds.
- Teamwork and Adaptability: Collaborative, adaptable, and committed to supporting wider business goals and BWL strategic objectives.
- Professionalism: acts as a role model, maintains composure under pressure, and delivers constructive motivating feedback.
- Work Ethic: Hard-working, open to learning, committed to personal development, and able to prioritise effectively during busy periods. Demonstrates the ability to work independently, manage competing priorities, and maintain high standards of delivery with limited supervision.
- A strong commitment to equality and diversity.
- Proven administrative, organisational, and IT skills, with a track record of maintaining confidential information, performance data, training logs, and competition documentation. Highly capable of supporting programme planning across multiple athletes, coaches, and stakeholders, while efficiently managing cross-departmental reporting to ensure seamless communication.

Desirable skills/experience:

- BWL Level 3 Weightlifting Coach qualification
- A degree (BSc/MSc) in Sports Science, Coaching Science or a related discipline
- Experience creating, tracking, and adapting Individual Athlete Performance Plans (IAPs) and Weightlifting Training programmes
- Strong understanding of the UK high-performance landscape (UK Sport, UKSI frameworks, and Talent Pathways)
- WADA ADEL Support personnel

- IWF Coaching Licence.

WCP Weekly Schedule

The following provides an example of the average weekly coaching activity delivered to the World Class programme athletes at the BWL National Performance centre:

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
09:30-11:00 AM Training		09:30-11:00 AM Training			10:00-13:00 AM Training
14:15-14:30 Daily Coach meeting	14:15-14:30 Daily Coach meeting	14:15-14:30 Daily Coach meeting	14:00-15:30 Weekly Coach meeting	14:15-14:30 Daily Coach meeting	
15:00-17:30 PM Training	14:30-17:00 PM Training	15:00-17:30 PM Training		15:00-17:30 PM Training	

Competition Calendar

The following provides an example of the average annual competition calendar expected. This individual will play a key role as an Arena Coach for Youth and Junior International Competitions, which will involve significant international travel to support the delivery of these events.

January - April

- European Seniors
- World Juniors

May – August

- World Youths
- European Youths
- British Championships

September – October

- European Juniors
- World Seniors
- Home Nation Championships

Salary and Benefits

- The starting salary for the position will be £30,000, depending on experience and qualifications. Salaries are reviewed each year in April
- 26 days annual leave (which increases with length of service), plus statutory bank holidays
- A company pension scheme
- An annual bonus scheme
- An Employee Assistance Programme – delivered by a third-party organisation.

Application and Selection Process

We are aware of the increase in the use of Artificial Intelligence (AI) or Generative AI (Gen AI) to support candidates in job applications. At BWL we are keen to get to know you as a person and how you fulfil to criteria for the role. So, if you use AI tools, please ensure your final application is an accurate, authentic and honest reflection of your own skills, experience, qualifications and motivation for the role. Candidates remain responsible for all content submitted as part of your application. Please note, this does not apply to the use of any other adaptive technology required to support an applicant's individual needs.

BWL is committed to providing and supporting an inclusive culture that promotes equality, diversity and inclusion. We are proud of the diverse communities we represent and want to ensure our workforce is representative of that community, so welcome applications from all sections of the community and diverse groups. We will, at every opportunity, advance equality and inclusivity within our organisation, by addressing barriers, encouraging participation and taking all relevant steps to meet everyone's needs.

To apply for this role, please download and complete the application form and the EDI monitoring form, from our website [Careers at BWL - British Weight Lifting](#) and email them to sue.ward@britishweightlifting.org, no later than 17 July 2026.

Shortlisting will take place as soon as possible once applications close. Successful applicants will be contacted via email with information relating to the interview time, location and format.

Interviews will take place in person w/c 3 August 2026

If you have not heard from us within two weeks of the closing date, please assume that your application has been unsuccessful on this occasion.