

Job Information Pack

Job Title: Pathway Development Coach

Location: Loughborough

Closing date: 06/12/2021

Interview date: 14/12/2021

1st Floor Office Suite, St Ann's Mill, Kirkstall
Road, Leeds, West Yorkshire, LS5 3AE

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www.britishweightlifting.org

About British Weight Lifting

As the UK's recognised Governing Body for weightlifting and para-powerlifting, our role is to inspire a nation of weight lifters and para-powerlifters through exceptional leadership and expertise.

We are responsible for the growth and success of weightlifting and para-powerlifting at every level. Our work sees us support a network of weight lifting bodies, clubs and gyms across the UK, as well as the thousands of people actively involved in Olympic and Paralympic weight lifting disciplines.

We strive to deliver exceptional training programmes, educational structures and competitions that create opportunities for individuals to participate and excel in our sport. Whether you're an aspiring weightlifter or para-powerlifter at your local club or an elite athlete competing on the international stage, we are here to help you fulfil your potential.

British Weight Lifting Mission

Our mission is to revolutionise the way our nation engages in weight lifting, para-powerlifting, weight bearing and training activities by creating opportunities for people of all ages and abilities to participate. We believe that we can play an important role in making weight lifting a part of everyday, and a means to tackle national inactivity. In doing so, we believe we can help create a healthier, happier and stronger nation.

World Class Program Mission

The Para Powerlifting World Class aspires to provide a world leading developmental experience for those athletes capable of delivering Paralympic medals consistently at major multisport games. We aim to create a national Para Powerlifting ecosystem in which it is easier to find the sport, access the sport and explore the performance potential of individuals.

British Weight Lifting has recently delivered its most successful Paralympic Games outcomes in over 20 years. In order to sustain this level of performance, new and exciting talent needs to be recruited on annual basis. New audiences need to be reached and new organisations engaged with to drive visibility, accessibility and opportunity. The infrastructure at the end of the performance pathway is in place, delivering world class results. This role provides an exciting opportunity to reorganise and engineer several pathway streams of activity that feed into the World Class Program and drive its growth.

This role must connect the world-class program with the lifting community, communicate a transparent pathway for anybody interested in exploring their potential and stimulate Para Powerlifting to take place in new environments aligned with the World Class Programs performance aspirations.

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Job Description

Job Title: Pathway Development Coach
Salary Range: £25000 - £28000 per annum
Location: Loughborough University
Responsible to: Paralympic Performance Director
Full/Part time: 0.8 – 1 FTE

Main purpose of the Job:

- To support the delivery of a systematic, evidenced-based, highly effective athlete Identification and Performance Pathway in the context of Para Powerlifting's 2021-2024 World Class plan, ultimately resulting in an oversupply of athletes making the required benchmarks at Confirmation and Academy performance levels.
- Provide accelerated coaching, training and developmentally focussed education and competition opportunities, measuring individual progress against medal winning trajectories.
- Foster closer working partnerships with key pathway stakeholder, aligning activity with World Class Program methodology

Key Responsibilities:

Performance Pathway Development

- Required to work closely with the Performance director on pathway stakeholder development and management
- Responsible for co-ordinating collaborative work with stakeholders aligned with the World Class Program strategy
- Responsible for innovative ways to present the sport to the new audiences and engage with interested athletes as their first point of contact with the performance pathway
- Build a network of locations where the sport is accessible and used for pathway activity to increase the number of talented individuals engaging with the sport
- Support the development and evolution of pathway strategy in collaboration with the Performance Director and Lead Performance Coach
- Identify and develop classifiers to ensure athletes can quickly and easily understand their eligibility for the sport at an international level

Athlete Education

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- Lead the development of an online presence in collaboration with NGB Communications and Marketing to increase visibility and engagement with new audiences and new potential athletes
- Develop online resources for new athletes to engage with the sport quickly and effectively for the first time and explore their potential
- Work with the head coach to evolve the World Class Programs Pathway prospectus; The experience on offer that all new athletes should understand before engaging with the Performance Pathway and World Class Program.
- Work with the Performance Director and Lead Performance coach to co-ordinate the education and support of identified training partners working with talent pathway athletes

Coaching

- Organise, co-ordinate and deliver the National Development squad program on a quarterly basis
- Contribute to the development of educational resource and deliver this content to talent pathway athletes
- Be responsible for leading the coaching process around identified talent pathway athletes aligned with the coaching methodology and philosophy of the WCP.
- Attend and support the team at international competitions where required. Deliver field of play and operational support as required and in collaboration with program leaderships.

Other

- Be responsible for maintaining athlete profiles, preparing and presenting athlete data for consideration at World Class Program review, athlete review and selection meetings.
- Work in collaboration with a multi-disciplinary team around athletes, on strategic projects and as part of working groups to positively impact performance and WPC processes.

Person Specification

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

Essential skills/experience are:

- Experience of working in elite sport/professional sport
- Experience and understanding of working in a multi-disciplinary environment and collaborating across specialities
- Experience and understanding of working with and coaching novice and inexperienced athletes
- Knowledge of up-to-date strength training methodology, planning and monitoring training processes

Essential Characteristics

- Self-led and proactive working

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- Effective and adaptable communication skills
- Reliable with high integrity – does what they say they will do
- Consistent high-quality judgement and decision making
- Resilient in the face of obstacles - enjoys navigating barriers to progress
- Self-reflective and starts solving problems by looking at themselves first
- High social and self-awareness in order to manage relationships effectively
- Critical thinker and problem solver

Desirable skills/experience are:

- Experience of working with athletes who have a disability
- Experience of working within performance pathway teams and familiar with the key Paralympic system stakeholders
- Knowledge of classification requirements and athlete eligibility specific to Para Powerlifting
- Experience of meeting and engaging with new organisations to foster mutually beneficial working relationships
- Experience of working in competitive overseas environments
- Ability to demonstrate creative approaches when navigating barriers to effective strength training as a result of impairments
- Computer literate and capable of exploring, interpreting and presenting data sets in untestable ways

Salary and benefits

- The starting salary for the position will be £25000-28000 depending on experiences and skills. Salaries are reviewed each year in April
- 26 days annual leave (which increase 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.

Commitment to Equality

BWL is a recognised equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates regardless of age, disability, gender reassignment, marriage and civil partnership, sexual orientation, pregnancy and maternity, race, religion, belief and gender.

Application and Selection Process

Application

Please complete the [electronic application form](#) and the [equal opportunities monitoring form](#) which can be downloaded from our website: www.britishweightlifting.org/careers-at-bwl and send them to: Sue Ward via email: sue.ward@britishweightlifting.org

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Selection:

Shortlisting will take place as soon as possible once applications close. Please can you indicate clearly on your application form, a telephone number where you can be contacted during office hours (9.00am – 5.00pm). Successful applicants will be contacted via email/letter with information relating to the interview time, location and format.

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.

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