

Job Information Pack

BWL are looking for a **Performance Pathway Scientist** to support the Weightlifting team

Overview of Role/Requirements

British Weight Lifting (BWL) is seeking a **Performance Pathway Scientist** to work alongside the Head of Performance Services and Lead Performance Scientist in delivering the Weightlifting performance strategy. Based primarily at the BWL Performance Centre in Nottingham, with domestic visits to Talent Academies and clubs to conduct Talent ID and transfer testing, you will coordinate performance testing and monitoring, collaborate closely with the Multi-Disciplinary Team (MDT), provide high-quality technical and physical feedback to pathway athletes and coaches, and help cultivate a high-standards, commitment culture.

Hours: 22.5 hours (0.6 FTE)

Salary: £25,000 (FTE)

Location: BWL National Performance Centre (Nottingham)

Responsible to: Head of Performance Services

Closing date: 17 July 2026

Interviews: w/c 3 August 2026

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

About British Weightlifting (BWL)

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

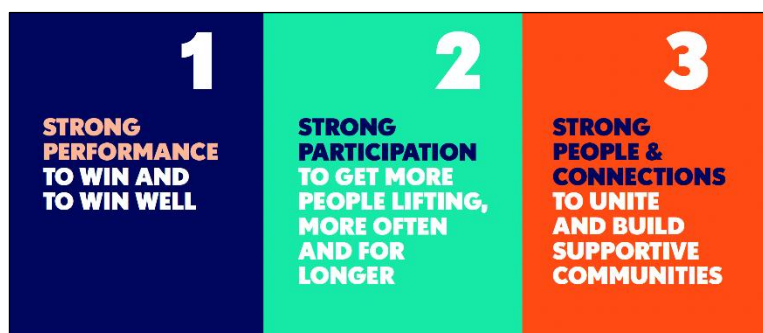
Our Vision

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

- Work closely with the WCP Multi-Disciplinary Team (MDT) to deliver BWL's performance strategy (*"Evolve the way we support athletes of high potential"*).
- Work alongside the Head of Performance Services and Lead Performance Scientist to coordinate the delivery of performance testing and monitoring across the World Class Programme and Performance Pathway, including Talent ID and Transfer.
- Provide high-quality feedback to Performance Pathway athletes and coaches:
- Work closely with other sport science and medicine disciplines to provide timely and comprehensive technical and physical feedback to athletes and their technical coaches.
- Support the Head of Performance Services to embed BWL's desired performance culture; cultivating an environment and commitment 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 Services to ensure that insights and learning can be integrated into wider organisational initiatives, including education, competitions, communications, digital developments, and governance.

Key Responsibilities

- Conduct on- and off-platform testing to monitor strength, power, technical execution, physical robustness, and fitness. Work closely with sports science interns and coaching staff to collect accurate and reliable data using Hawkins Dynamics force plates and dynamometers, alongside Enode velocity-based training (VBT) devices and software.
- Accurately upload performance testing and training data from various capture sources to the BWL Performance Innovation platform and ensure that all performance data is managed and maintained in strict accordance with GDPR rules and BWL's governance and compliance regulations.
- Analyse and write up interpretations of this testing data, providing targeted technical and physical development recommendations to performance pathway athletes and coaches with the ultimate goal of improving performance in the Snatch and Clean & Jerk.
- Contribute to the identification and development of innovative research projects aimed at delivering tangible, applied benefits to athlete health and weightlifting performance.
- 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.
- 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
- Valid First Aid qualification
- Full UK driving licence.

Essential skills/experience:

- A BSc in Sport Science or Strength & Conditioning
- Comprehensive understanding of physiological and biomechanical principles of strength and power development
- Experience co-ordinating the delivery of performance testing with large groups
- Experience working in a team environment
- 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 and Growth Mindset: Hard working, open to learning, committed to personal development, and able to prioritise effectively during busy periods.
- A strong commitment to equality and diversity
- Solid organisational and IT skills to manage athlete data, performance tracking, and cross-departmental reporting.

Desirable skills/experience:

- BWL Level 2 Weightlifting Coach qualification
- Understanding of the biomechanics and technique of weightlifting
- An MSc degree in Sports Science, Biomechanics, or a related discipline
- Coaching experience and an interest in supporting the development of others
- Experience of working as part of an MDT, which included working alongside technical coaches, nutrition, physiotherapy, and psychology practitioners
- UKAD Coach Clean certificate
- UKSCA Accreditation.

WCP Weekly Schedule

The following provides an example of the average weekly 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 14:15-14:30 Daily Coach meeting 15:00-17:30 PM Training	 14:30-17:00 PM Training	09:30-11:00 AM Training 14:15-14:30 Daily Coach meeting 15:00-17:30 PM Training	 14:00-15:30 Weekly Coach meeting	 14:15-14:30 Daily Coach meeting 15:00-17:30 PM Training	 10:00-13:00 AM Training

Talent Recruitment Calendar

The following provides an example of the average Talent Recruitment calendar expected. This individual will play a key role travelling to Talent academies to support their recruitment of athletes with future potential, which will involve domestic travel to support the delivery of these events.



Salary and Benefits

- The starting salary for the position will be £25,000 (FTE) depending on experience and qualifications. Salaries are reviewed each year in April.
- 26 days (FTE) 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 the role, please download and complete the application form and the EDI monitoring form from our website [Careers at BWL - British Weight Lifting](https://careers.britishweightlifting.org) 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.