

Job Information Pack

British Weight Lifting – the National Governing Body responsible for weightlifting and para powerlifting has the following vacancy.

We look forward to receiving applications from interested and appropriately qualified individuals.

Job Title: Para-Powerlifting Pathway Development Coach

Reports to: Paralympic Performance Director

Location: Hybrid with headquarters at Loughborough University

Closing date: Date: 29/01/2026

Interviews: Will be virtual and held w/c 02/02/2026



About British Weight Lifting

As the UK's recognised Governing Body for weightlifting and para-powerlifting and our role is to inspire a nation of weightlifters 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 weightlifting bodies, clubs and gyms across the UK, as well as the thousands of people actively involved in Olympic and Paralympic weightlifting disciplines. We strive to deliver exceptional training programmes, educational structures and competitions that create opportunities for individuals to participate and excel in our sport.

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| <u>Vision</u> | A new generation NGB focusing on weightlifting, para powerlifting and strength-related activities |
| <u>Mission</u> | To educate inspire and create greater opportunities that appeal to a more diverse and inclusive audience resulting in greater levels of activity and a fitter, healthier and stronger nation |
| <u>Approach</u> | To be innovative, focussed, collaborative agile and insightful |
| <u>Values</u> | Care: Maintain integrity and respectful relations with all our stakeholders, customers, partners, suppliers, employees and communities Share: expertise, knowledge, passion, enjoyment and innovation Dare: to make a difference to solve problems and achieve goals that drive performance and the sport forwards in a collaborative manner |

Strategy

Our strategy “**STRONGER-TOGETHER**” for 2021-2025 incorporates two key strands:

BWL as an enabler and partner showcasing strength as a lifestyle:

- Advocate for Strength
- Positive Experiences for all
- Connecting Health and Wellbeing
- Connecting Communities

BWL as an enabler of sporting success:

- Membership at the Heart of everything we do
- Enabling ambition – Performance and Talent
- Workforce and People
- Innovation to Enable Broader Management

Registered office address: c/o Affinia, 3rd Floor Chancery House, St Nicholas Way, Sutton, Surrey SM1 1JB

tel 0113 224 9402 **email** enquiries@britishweightlifting.org **website:** www.britishweightlifting.org

Registered company number: 0123456 - Registered in England



Job Description

| | |
|------------------------|---|
| Job Title: | Para-Powerlifting Pathway Development Coach |
| Salary Range: | £30,000 - £33,500 per annum, pro rata |
| Hours: | Part time - 0.6 - 0.8FTE / 22.5 - 30hrs per week |
| Location: | Hybrid with headquarters at Loughborough University |
| Responsible to: | Paralympic Performance Director |

Noting the nature of a National Governing Body, the role may require work outside of normal business hours, including weekends.

Job Purpose

- Lead the delivery of a systematic, evidenced-based athlete Identification, resulting in an oversupply of athletes entering the pathway.
- Support the delivery of athlete management processes.
- Create and deliver evidence-based training programme's that accelerate physical and technical development in new and developmental athletes resulting in an oversupply of athletes making the required benchmark performances aligned with World Class Programme (WCP) membership
- Provide coaching, training and education while supporting competition opportunities, measuring individual progress against bench mark standards and expectations.
- Foster closer working partnerships with key pathway stakeholders who can support talent identification.
- Develop a culture of accelerated learning and high-performance culture

Key Responsibilities

Performance Pathway Development

- Work collaboratively and support pathway process specific to athlete on boarding, feedback and review
- Work collaboratively on pathway stakeholder development and engagement
- Attend stakeholder events to raise awareness and visibility of the sport to new and existing audiences
- Collaborate with BWL marketing and comms to shine a light on the sport across social platforms and reach new audiences
- Build a network of locations where the sport is accessible and used for pathway activity
- Support the development and evolution of pathway strategy in collaboration with the Performance Director and Lead Performance Coach

Athlete Education

- Awareness - 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
- Materials - Develop online resources for new athletes to engage with the sport quickly and effectively for the first time and explore their potential
- Offer - Work with the head coach to evolve the WCP's Pathway prospectus; The experience on offer that all new athletes should understand before engaging with the Performance Pathway and WCP

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- Anti-doping - Deliver and record an annual anti-doping education plan ensuring all athletes understand their responsibilities around clean sport

Coaching

- Align coaching practise to WCP methodologies
- Deliver in person coaching to individual athletes and pathway camp groups
- Deliver remote real time coaching and/or provide retrospective coaching feedback to athletes
- Attend and support the team at international competitions where required. Deliver field of play and operational support as required and in collaboration with team management.
- Coaching in multiple location around the UK

Other

- Be responsible for maintaining individual athlete plans, profiles, preparing and presenting athlete data for consideration at athlete review and evaluation and WCP selection.
- 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.
- Work weekends where necessary to deliver at camps and competitions
- Drive own personal development and professional competencies in collaboration with BWL
- Support the wider business with any projects requested.
- Demonstrate commitment and behaviours in line with the BWL values.

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
- 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 to manage relationships effectively
- Critical thinker and problem solver

Desirable skills/experience are:

- Experience of working with Powerlifters
- 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

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- 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 because 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 £30,000-£33,500 (FTE), depending on experience and qualifications. Salaries are reviewed each year in April.
- 26 days annual leave (which increase with length of service), plus statutory bank holidays. Pro rata equivalent will be awarded for part time hours.
- 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 download and complete the application form from our website www.britishweightlifting.org and email it to sue.ward@britishweightlifting.org along with the completed monitoring form.

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 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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