

## Job Information Pack

It is an exciting time to join British Weight Lifting – the National Governing Body responsible for weightlifting and para powerlifting. We currently have the following vacancy and are looking forward to receiving applications from interested and appropriately qualified individuals.

**Role:** England Team Manager

**Location:** International and domestic training camps, competitions, and virtual meetings.

**Closing date:** 24th July 2025

**Interviews:** On-line interview, 29 or 31 July 2025

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T: 0113 224 9402  
E: [enquiries@britishweightlifting.org](mailto:enquiries@britishweightlifting.org)

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## **About British Weight Lifting**

As the UK's recognised Governing Body for weightlifting and para-powerlifting 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.

## **Overview of Role/Requirements**

|                        |   |
|------------------------|---|
| <b>Job Title:</b>      | England Team Manager  |
| <b>Hours:</b>          | up to 45 days   |
| <b>Rate:</b>           | £145 per day per day plus travel expenses (catering & accommodation is covered) |
| <b>Location:</b>       | International and domestic training camps, competitions, and virtual meetings.  |
| <b>Responsible to:</b> | Performance Pathway Operations Lead   |

The role requires weekend work, international travel, and overnight stays to support the delivery of training camps and international competitions.

## **Purpose of the Role:**

**Operational Leadership and Athlete Welfare:** Provide leadership and ensure athlete welfare by managing athletes, coaches, and support staff, acting as a parent liaison, and maintaining pastoral care standards.

**Performance Coordination:** Work closely with the BWL Head of Performance and other relevant staff to coordinate staff delivery of squad activities and maximise performance outcomes through effective management of all stakeholders.

**Foster an Optimal Athlete Experience:** Cultivate a high-quality, person-centred environment that prioritises long-term athlete development.

**Facilitate Continuous Improvement Through Feedback:** Empower athletes and enhance the support on offer by establishing and utilising feedback mechanisms that align with strategic and individual athlete goals.

## **Key Responsibilities:**

### **Operational Leadership and Athlete Welfare:**

- Provide operational direction and leadership for training camps and competitions in the build-up to a milestone competition in 2026.
- Serve as the primary point of contact for parents at training camps and competitions.
- Ensure maintenance of minimum pastoral care standards for England athletes in domestic and international performance environments.

### **Performance Coordination:**

- Work closely with the Head of Performance WL and other relevant staff to coordinate staffing and scheduling of all activities during the build-up to the Glasgow 2026 Commonwealth games.
- Maximise the squad's potential to achieve performance objectives in 2026.

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### **Foster a High-Quality Athlete Experience:**

- Collaborate closely with England coaches and support staff to cultivate a high-quality athlete experience that prioritises the long-term development of England lifters.
- Ensure a consistent, person-centred approach across all training and competition environments.

### **Facilitate Continuous Improvement Through Feedback:**

- Drive continuous improvement in athlete and staff support by establishing regular, constructive feedback loops that align with BWL's strategic objectives and individual athlete aspirations.
- Promote a culture of open communication, ensuring athletes and staff feel valued and heard.
- Contribute to camp and competition reviews to analyse performance and identify areas for improvement
- The management of conflict through formal and informal complaints and disciplinary procedures will be essential from time to time.

### **Build professional relationships and role model desirable behaviours:**

- Build, develop and maintain professional relationships with key stakeholders including athletes, coaches, support staff and parents.
- Act as a mentor and role model, demonstrating professionalism, integrity, and a commitment in-line with the BWL values, relevant codes of conduct and person-centred principles.

### **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 and a UK resident and possess a valid passport or be able to obtain one prior to 1 September 2025
- 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
- A Full UK driving licence is desirable

#### **Essential skills/experience are:**

- Excellent planning and organisational skills.
- Operational and managerial experience.
- Experience in managing conflict through formal and informal complaints processes.
- Experience working in a multidisciplinary team within professional or Olympic sport.
- Ability to build and maintain positive relationships with people from all backgrounds.
- A team player willing to invest time in the development of others.
- Outstanding communication skills written, verbal, and presentation.
- Ability to identify logical solutions to problems and effectively manage priorities in demanding environments.

#### **Desirable skills/experience are:**

- An additional skill set that could benefit the wider team (e.g., anti-doping educator, social media, etc).
- Experience of international travel (with under-18s).
- Emergency First Aid Qualification.
- Mental Health First Aid qualification.

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- WADA ADEL Course Certificate
- Experience working with volunteers to deliver performance programmes.
- Previous experience of sports team management.

### **Remuneration & Team Manager Journey**

The day rate for the position will be circa £145.00 per day for up to 45 days plus travel expenses for camps or competitions.

The following is an example of the expected Team Manager's Journey en route to the 2026 milestone competition for the Programme they are assigned to (dates may vary):

| <b>Time-line</b>     | <b>Activity</b>  | <b>Time</b>  |
|----------------------|--|--|
| <b>October 2025</b>  | World Championships performance planning meetings<br>World Championships<br>World Championships Review,<br>Performance Review 1          | 4 hours<br>10 days<br>2 hours<br>1 hour            |
| <b>3 months out</b>  | European Championships Selection meeting   | 1 hour   |
| <b>February 2026</b> | Prep Camp planning<br>Prep Camp<br>Prep Camp Review,<br>Performance Review 2   | 1 hour<br>7 days<br>1 hour<br>1 hour               |
| <b>April 2026</b>    | European Championships performance planning meetings<br>European Championships<br>European Championships Review,<br>Performance Review 3 | 4 hours<br>10 days<br>2 hours<br>1 hour            |
| <b>May 2026</b>      | Glasgow 2026 Selection meeting   | 1 hour   |
| <b>July 2026</b>     | Prep Camp planning<br>Prep Camp<br>Prep Camp Review,<br>Performance Review 4   | 1 hour<br>7 days<br>1 hour<br>1 hour               |
| <b>July 2026</b>     | Glasgow 2026 performance planning meetings<br>Glasgow 2026<br>Glasgow 2026 Review,<br>Performance Review 5                               | 4 hours<br>10 days<br>2 hours<br>2 hours<br>1 hour |

### **Submission of interest**

Please send your proposal highlighting how you would be best placed to fulfil this work including a CV containing your relevant expertise and experience. Your proposal should be sent to Stuart Martin, Head of Performance (Weightlifting), British Weight Lifting, via email: [stuart.martin@britishweightlifting.org](mailto:stuart.martin@britishweightlifting.org) no later than 25 July 2025.

### **Interviews**

Shortlisted candidates will be invited to an in-person interview with the Head of Performance, Lead performance coach, and Pathway operations Lead.

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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