

**Strength and Conditioning Lead Consultant
Derbyshire Institute of Sport**

03/01/12

03 January 2012

Derbyshire Sport acting on behalf of the partners within the Derbyshire Institute of Sport (DIS), is seeking to appoint a consultant to lead the strength and conditioning programme within DIS for a period of 3 years.

1. Background Information

1.1 The plan for sport for Derbyshire - *"2012 and Beyond – A Plan for Sport and Active Recreation in Derbyshire 2010-2015,"* was launched in December 2009.
http://www.derbyshiresport.co.uk/Images/Plan%20for%20Sport%202010-2015%20web_tcm22-127447.pdf

1.2 The long term vision is;

"To make Derbyshire one of the most active and successful sporting counties by 2020"

1.3 Within the plan to 2015, there are 3 clear ambitions (or strategic goals) and 9 action plans. The second ambition is;

"To improve the talent pathways to enable more talented performers to fulfil their potential and as a result for more performers from Derbyshire to be competing at national and international level by 2015."

1.4 The 5th of 9 action plans focuses on Talent Development and there are 6 targets within this. Some progress was made towards these targets in 2010/11, but this needs to be accelerated in 2011/12 if the opportunities presented by the London 2012 Games are to be maximised.

2. Recent Developments and new purpose

2.1 Derbyshire Sport, Derbyshire County Council, Derby City Council and the University of Derby (The Principal Funding Partners) have agreed to work together to make some new and targeted investment in performance level squads and athletes within the city and county.

2.2 The partners are now committed to working collaboratively to:

"Provide high quality support to Derbyshire's emerging talented sports performers, to enable them to compete successfully on the national and international stage, achieve greater success and enhance the reputation of Derby and Derbyshire."

2.3 In particular the partners hope to achieve the following goals;

- Improve the performance of selected clubs, squads and individual athletes who are competing for clubs and teams based in Derby and Derbyshire

- Improve the standards of selected sports clubs and individuals within the University of Derby and the standing of the University within the universities sports league table (BUCS).
- Improve the access for selected performers to high quality strength and conditioning, sports science and sports medicine services within Derbyshire.
- Improve the access for selected performers to a wider infrastructure of resources and services which will improve performance including; access to training and competition facilities, sponsorship and commercial support, travel and accommodation subsidies etc
- Raise the profile of successful sports performers throughout Derby and Derby and in so doing enhance the reputation and place of Derby and Derbyshire.

2.4 To achieve this, the partners will select around 7/8 sports and a total of circa 80 athletes to be involved within DIS. Support services, including S&C will be designed and delivered to meet the needs of these athletes.

3 The emerging needs of athletes and coaches

3.1 Following a gap analysis with sports and clubs, the needs of athletes have been analysed. The provision of high quality strength and conditioning support has emerged as one of the priorities. Other needs consistently identified were:

- Access to high quality strength and conditioning programmes
- Access to high quality and affordable physiotherapy and medical support
- Access to improved training and competition facilities
- Access to appropriate sports science programmes
- Opportunity for performance coaches to join a coaches forum and share ideas and challenges
- Revenue support to appoint additional and more experienced coaches
- Athlete bursary support to enable access to better competition and training opportunities
- Improved player pathways within the county plans of sports
- Recruitment of overseas athletes in some sports such as basketball

4 Improving Strength and Conditioning Provision

4.1 This gap analysis identified that a much more comprehensive provision of S&C is required by the athletes. To achieve this, it is proposed to appoint a lead Strength and Conditioning Consultant who will have lead responsibility for the planning and management of S&C services delivered within the DIS.



- 4.2 The delivery model for S&C is still in development but the model above illustrates the latest proposals. The sports could be allocated or paired in different ways and the allocations shown below are purely illustrative.
- 4.3 The time required from the lead S&C coach is flexible to a degree. The 384 hours per year shown may be reduced and the hours for the S&C coaches increased accordingly. However a minimum of around 300 hours is required from the lead S&C coach. The time allocation for each S&C coach is also flexible. The 690 hours per annum required could be divided between 2, 3, 4 or even 5 coaches. This will be agreed with individuals within the recruitment process. Applicants will be invited to identify how many hours per week they would like to commit.

The table below shows proposed outline for the Strength and Conditioning programme for year 1 in the DIS:

Role	Contact Hours	Planning hours	Total Hours	Hourly rate	Total Cost
Lead S&C	144 3hrs/wk	72hrs / yr (2hrs/wk) 16hrs/yr Initial planning 144 hrs / yr (3hrs/wk) Mentor & Liaison 8 hrs/yr CPD	384/yr	£25.00	£9600
The breakdown of the 690 hours below is indicative. To cover the sessions will require a minimum of 2 coaches but this work could be carried out by between 2-5 coaches.					
S&C 1	144 3hrs/wk	72hrs / yr (1.5hr/wk) 6hrs/year Initial planning 8hrs / year CPD	230/yr	£20.00	£4600
S&C 2	144 3hrs/wk	72hrs / yr (1.5hr/wk) 6hrs/year Initial planning 8hrs / year CPD	230/yr	£20.00	£4600
S&C 3	144 3hrs/wk	72hrs / yr (1.5hrs/wk) 6hrs/year Initial planning 8hrs / year CPD	230/ yr	£20.00	£4600
TOTAL COST					£23400

- 4.4 The role of the lead S&C Coach is outlined in more detail in Appendix 1

5 Contract details

- 5.1 This contract will be with Derbyshire County Council and managed by Derbyshire Sport on behalf of the principal funding partners.

5.2 The role will operate as self employed and will be agreed within a contract. The term of this contract shall be from the day of commencement for a period of 3 years, subject to satisfactory performance reviews every 6 months and the funding being available to support this work. This is a part time role and the consultant will be expected to work for an agreed number of days each week. This will be by agreement and will be flexible enough to allow the consultant to work around their other commitments, whilst meeting the needs of the athletes and team within the programme.

6 The Fee

6.1 A maximum fee of up to £9600 per annum (Based on 384 hours/year) is available for this project. This will be adjusted according to the actual hours worked. This fee also includes all usual expenses such as travel within the county

6.2 Payment will be paid monthly in arrears following the submission of an invoice to Derbyshire Sport.

7 Timetable

7.1 This document has been issued on **03 January 2012**

7.2 Applications should be submitted by **5.00pm on 17 January 2012** via email to Christine Gregory at christine.gregory@derbyshiresport.gov.uk . Tel: 01773 748907

7.3 Interviews will take place if required, during week commencing **24 January**. If this is the case, those invited for interview will be notified by **5.00pm on 18 January**.

7.4 If interviews are not required, the successful consultant will be notified by **18 January 2012**. Once all final details have been agreed, all others will be notified of the decision as soon as possible thereafter.

8 The Submission

8.1 Applications should include the following:

- A covering letter which summarises
 - Why this role is of interest and
 - Provides a clear indication of the average number of hours per week which can be committed to this role
- A CV which:
 - Illustrates past/current relevant experiences and
 - Provides evidence of the skills required within this role
 - Provides details of 2 referees who can verify the skills and experience in S&C
- Any further information which may support the proposal.

End
03/01/12

The role of the Lead Strength and Conditioning coach/consultant within Derbyshire Institute of Sport

Status: It is anticipated that this role will be offered on a self employed basis. The hours worked will be by mutual agreement, but should be broadly in line with the model above (Para 4.2).

Accountable to: The Derbyshire Institute of Sport Performance Manager

Place of work: Some of these tasks may be completed at a location to suit the consultant. The delivery and mentoring work will be delivered in facilities within the county to be agreed by the Performance manager

Purpose of Role: To work as part of a multi disciplinary team to improve the performance of Derbyshire's emerging athletes.

To lead the design and delivery of the strength and conditioning services to athletes and teams, within the Derbyshire Institute of Sport.

Key Tasks:

- Work with lead physiotherapist and Performance Manager in the screening of athletes
- Work with team and personal coaches and other S&C coaches to design appropriate S&C programmes for individual athletes within the programme
- Manage the planning and delivery of the S&C Programme to a % of the DIS athletes, engaging the personal coaches in the delivery and supporting their personal development. (circa 3 hrs a week)
- Mentor the other S&C coaches in their development by supporting the planning and delivery of their work.
- Manage the data captured within the programme and report to coaches on a regular basis, using this data to inform programme development.

Qualifications, skills and experience required

The successful consultant will need to demonstrate the following

- A qualification at degree level (or equivalent) in sports science or related qualification specialising in the area of physical preparation of elite athletes
- UK Strength and Conditioning Association Accreditation, or ability to obtain it within 6 months
- Extensive experience in the provision of strength and conditioning support to athletes and coaches to improve performance
- Experience of delivering a comprehensive S&C service to individuals and groups is essential, as is experience of managing staff and S&C facilities
- Several years experience of managing within a successful performance sport environment
- Experience in mentoring and supporting the development of coaches operating at performance level
- Experience in budget management
- Experience in project monitoring and reporting
- Excellent communication skills
- Excellent project management and IT skills