

Norwich School

Graduate Assistant – Strength & Conditioning



JOB DESCRIPTION

Job Title: Graduate Assistant – Strength & Conditioning

Reports to: Head of Strength & Conditioning

Specific Responsibilities

The Graduate Athletic Development Coach will work in conjunction with the Head of Strength & Conditioning (HoS&C) to deliver a broad range of Athletic Development (AD) sessions to pupils ages 11-18 years in our games, extra-curricular and sports scholarship programmes, in line with the Norwich School Long-Term Athletic Development curriculum.

Day to day management of the successful candidate will be led by the Head of Strength & Conditioning (HoS&C) under the direction of the Director of Sport (DoS).

Working with the Head of Strength and Conditioning

- Design, development and deliver physical training programmes for teams and individual pupils, taking into consideration their sport(s), training age, technical competence and maturation status.
- Provide technical support to sports staff to upskill and ensure effective, safe practice across all areas of Athletic Development.
- In association with the HoS&C and all members of the Sports Department, promote a positive culture of Athletic Development amongst pupils in line with both National and Norwich School best practice framework.
- Use appropriate assessment and monitoring strategies to inform training and programming decisions to ensure optimal training benefit.
- Engage with ongoing CPD opportunities in both within the Athletic Development/S&C department and Sports Department, including of leading best practice sessions.
- Work in conjunction with the HoS&C to ensure effective communication between staff, pupil and parents in all areas of Athletic Development (Events, news, program details etc.).
- Assist the HoS&C in the upkeep and maintenance of AD equipment and facilities.

Wider Responsibilities:

- To assist in the running and/or supporting of school teams during fixtures (including on Saturdays)
- To assist with the daily running of the extensive extra-curricular programme
- To assist with the daily running and administration within Sports Department
- To assist with a tutor group
- To undertake other responsibilities, which the Head of Strength & Conditioning (HoS&C) and Director of Sport (DoS) considers to be appropriate to the role.
- Play an active role in wider school life

Further Details

The school provides all pupils with two games sessions each week as it strongly believes in the associated positive links between activity, academic studies and improved well-being. During Senior games, 450 pupils participate in up to 20 different sporting activities throughout the school year. Sixth form pupils have free choice each term and are encouraged to sample as many sports as they can during this time. The Upper 5th pupils who are not part of our core sports programme for that term are also able to access the other sporting options.

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Norwich school has 3 primary aims to achieve through the games programme.

- Developing people capable of excelling in a high-performance sporting environment
- Providing a rich, broad range of sporting experiences for all to inspire improved capability, and sport for life
- Providing opportunities through sport experiences to equip pupils for a life of leadership and service.

The successful candidate will be able to deliver the programme through the right environment for the group that not only promotes the aims of the department, inspires improved capability in all but does so with the welfare of all at the heart of the approach.

Term dates can be found on the school's website.

Please contact Mr Alex Daalhuizen, Head of Strength & Conditioning for further information.

Telephone: 01603 728430

e-mail: adaalhuizen@norwich-school.org.uk

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PERSON SPECIFICATION

	Essential	Desirable
Education and Qualifications		
Degree in Sports Science or equivalent	X	
UKSCA Accreditation (or ability to obtain within 6 months)		X
Additional Specialist Qualifications (NASM, British weightlifting, EXOS)		X
Excellent knowledge of LTAD and experience working with young athletes between 12-18 years old	X	
NGB Level 2 certification in athletics		X
GCSEs at C grade or above in English and Maths or equivalent		X
Experience		
Experience of delivering Athletic Development sessions and programmes	X	
Experience of working within an educational setting		X
Experience of using physical assessments to assist in delivery		X
Experience in monitoring and supporting athletes returning from and preventing further injury		X
Experience of delivering in an elite sports environment		X
Background of working with pupils in sport		X
Basic skills and competencies		
Excellent written, verbal, administrative and organisation skills		X
Excellent ICT skills including sports specific tools to enhance the S&C experience of all		X
Hold an appropriate, current first aid certificate	X	
Full and valid driving licence with category D1 permissions or a willingness to obtain the qualification		X
Personal Qualities		
Be a positive sporting role model to all stakeholders at the School	X	
Excellent communication and interpersonal skills	X	
Be flexible and able to adapt to a dynamic working environment	X	
Ability to work independently and as part of a team; working co-operatively and sensitively with others.	X	
The ability to work with a wide range of people, staff, parents and pupils	X	
Effective time management skills and the ability to balance competing priorities and achieve deadlines	X	

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Salary and Benefits

Salary and Working Pattern

This is a fixed term contract from 1st September 2020 to 31st August 2021. The Graduate Assistant will be expected to work 37.5 hours per week during term time and the salary is £12,886 per annum. Some evening and weekend work is required. Flexibility in working hours and pattern is required to meet the changing needs of the school.

Pension

Subject to meeting the qualifying conditions, support staff are eligible for the Aegon pension scheme. The school will contribute 8% if the staff contributes a minimum of 4% of their salary into the scheme. Please note that this is a defined-contribution pension scheme.

Healthcare

Staff may benefit from a heavily subsidised private healthcare plan run by PPP. To join, a full-time member of staff has to contribute £100 per annum. The spouse and dependent children may also join the scheme at the prevailing corporate rate.

Lunch

Staff may enjoy a complimentary lunch in the school's Refectory during term-time.

Salary Sacrifice Schemes

Norwich School offers the Cycle to Work scheme.

NOTE: Please note that Norwich School is located in the centre of Norwich with very limited parking. The successful candidate may apply for a parking space but success will be dependent on availability and on meeting the school's criteria for awarding parking spaces. However, the school is well served by public transport systems. Bus stops are located just outside the Cathedral gates and there are frequent services for the various Park 'n' Ride car parks as well as for other parts of the city and county. The Norwich mainline train station is only 5-10 minutes' walk from the school.