



Job description

Job Title:	Men's Lead Strength & Conditioning Coach
Department:	Sport Science & Medicine (SS&M)
Reports to:	Clinical Director
Responsible for:	N/A
Location:	The Cooper Associates County Ground, Taunton and other venues
Contract:	Full Time, Permanent
Hours:	Min 40 hours per week to include evenings, weekends and bank holidays as required
Main Purpose of Job:	
<p>The Men's Lead Strength and Conditioning Coach is responsible for planning, programming and delivering a high-performance strength and conditioning service that maximises the physical performance of our senior men's playing squad. The role also focuses on the wider men's strategy and delivery through the pathway, working closely with the Boy's Pathway Strength and Conditioning Coach to maximise the physical capabilities of our pathway athletes, as they develop towards becoming professional cricketers.</p>	
Main Responsibilities:	
<ul style="list-style-type: none"> • Plan, programme and deliver a strength and conditioning service which is bespoke to the cricketing calendar and strategically works to maximise physical performance of the individual and their role, utilising clear individual objective goals. • Ensure ongoing communication with the Clinical Director, Men's Senior Physiotherapist, and coaching staff regarding players programmes, progress and individual needs. • Work collaboratively with the Men's Senior Physiotherapist to create injury management and return to performance programmes for senior men's cricketers and have input into return to play decision making. • Undertake training and match day support to senior squad as required including individual preparation, group warm up, and nutritional and hydration support. • Collect, interpret and share workload data as appropriate with players, coaches and the wider SS&M team as appropriate to inform performance development. • Work with the medical team as part of the emergency care team on match and training days. • Collaborate with the wider SS&M team to undertake biannual performance screenings to shape individual programme design and ensure all performance data is processed as per ECB standards. • Engage and participate with in house CPD and maintain personal CPD in keeping with professional standards to stay abreast with current best practice to drive the overall service delivery of strength and conditioning. • Engage with and contribute to the annual SS&M Audit in line with the CPA guidelines. • Work with the Clinical Director to input into the SS&M budget. • Ensure gym equipment is in good working order and safe while ensuring equipment is monitored and restocked as required. • Work collaboratively with club nutritionist, supplementation companies and providers to optimise player physical development and ensure appropriate supplementation is provided that meet the needs of the performance environment and UKAD specifications/ECB guidelines. • Work collaboratively to assist the wider club strength and conditioning team as required. 	



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- To ensure the Club's equity, diversity and inclusion policy and standards are always upheld and always abide by the Club's code of conduct.
- To ensure the Club's safeguarding policies and procedures are adhered to at all times including adherence to the staff code of conduct and consistently advocating the safeguarding of children, young people and adults at risk at all times. Appropriate consideration must be given to safeguarding in all activities and decisions which are undertaken.
- Take on any other responsibilities or tasks that are within your skills and abilities whenever reasonably asked.

This job description is only a summary of the role as it currently exists and is not exhaustive. The responsibilities and accountabilities might differ from those outlined and other duties, as assigned, might be part of the job.

Knowledge, skills and experience required:

Essential

- Post Graduate Qualification in Strength & Conditioning or equivalent
- UKSCA accredited or working towards
- Demonstrable experience delivering high performance strength & conditioning programmes in the professional sporting environment
- Effective written/verbal communication and education skills
- Enhanced ECB DBS certificate
- ECB Safeguarding Level 3 certificate
- BLS certificate

Personal attributes

- Ability to build relationships
- Forward thinking
- Motivated
- Approachable and empathetic
- Ability to work collaboratively
- Ability to influence stake holders positively and build strong links
- Highly organised and diligent
- Flexible in relation to job requirements and working hours (working hours will include evenings and weekends along with domestic and international travel)
- Reflective
- Ability to work under pressure and strong decision-making capabilities
- Computer literate (Excel, Word and other bespoke programmes)

Core competencies

Delivery & Performance

- Quality & Service Orientated
A demonstrated aptitude for understanding and satisfying internal and external customers. Provision of effective solutions. (Level – 3)
- Results Focused/Action Orientated



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A drive to plan and deliver results despite challenges and setbacks. (Level – 3)

- Effective Resource Management
Understanding, respecting and effective use of the Club's resources. (Level – 3)
- Innovative Thinking
Aptitude to identify key components of problems, generate creative solutions and seize business opportunities by taking considered risks. (Level – 3)

Strategic Approach

- Business Awareness/Commercial Acumen
Ability to ensure business success and financial efficacy now and for the future. (Level – 2)
- Strategic & Analytical Thinking
Capacity for conceptualising the immediate, medium and long-term local and global environmental challenges and define specific strategies for organisation growth in relation to our purpose and vision. (Level – 3)
- Organisational Alignment
The aptitude to align one's own behaviour with the needs, priorities and goals of the Club. Focusing on the Club's vision before individual preferences or professional priorities. (Level – 3)
- Talent Development
Full commitment to professional development and personal growth of self and others and the transfer of knowledge to future talent. (Level – 2)
- Agility
Openness and ability to promptly identify and adapt to changes in the business environment. (Level – 3)

Leadership

- Active & Visible Leadership
Demonstrates full and public commitment to Club's Values. Operates with integrity and transparency and role-models appropriate behaviours. (Level – 3)
- Inclusion Orientated
Understands and values equity, diversity and inclusion approaches and works openly with all people, regardless of identity or characteristics. (Level – 3)
- Aptitude for Sustainability
Commitment to operating sustainably to ensure the Club's negative impact on the environment is kept to a minimum. (Level – 2)
- Safety Focused
Understands, respects and values safeguarding and health and safety protocols and considers these within all aspects of the Club's operations. (Level – 3)

Relationships & Influence

- Teamwork & Collaboration



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The capacity for working collaboratively and effectively within and across teams, and with external stakeholders, to ensure a unified direction of travel to achieving the Club's goals and objectives. (Level – 3)

- Influence & Negotiation

Aptitude for excellent communication and interpersonal effectiveness with the ability to negotiate with, and influence others, in respectful and honest ways to add value and achieve objectives. (Level – 2)

- Emotional Intelligence

Ability to understand others (including non-verbal communication methods), management of own behaviour and reactions and self-reflection especially when faced with challenging or stressful situations. (Level – 3)

Key contacts in the business:

Internal:

- Players
- Clinical Director
- Boys Pathway Strength & Conditioning coach
- Wider Sport Science & Medicine team
- Coaching staff
- SCCC Catering staff

External:

- External stakeholders including ECB
- Commercial partners were appropriate to role and service delivery

Equal Opportunities and Inclusivity Statement

Somerset County Cricket Club endorses the principles of equality and equity and strives to ensure everyone involved with the Club has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, to give of their best and be assured of an environment in which their rights, dignity and individual worth are respected. Everyone is responsible for creating an inclusive working environment and we expect all colleagues, partners customers and suppliers to abide by our equality, diversity and inclusion policies and procedures.

The Club ensures all existing and potential employees receive equal consideration during the recruitment process and beyond, and is committed to the elimination of unlawful or unfair discrimination of any kind and in particular on the grounds of sex, race, disability, sexual orientation, marriage and civil partnership, gender reassignment, religion or belief, pregnancy and maternity, and age.

Safeguarding Statement

Somerset County Cricket Club is committed to safeguarding and promoting the welfare of children, young people and adults at risk, and expects all staff and volunteers to share this commitment. It is everyone's responsibility to keep vulnerable people safe.



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As part of our safer recruitment process all relevant roles are subject to an enhanced or standard DBS check as appropriate, and two satisfactory references. We also require every staff member to undergo safeguarding training appropriate to their role.

We encourage an open, welcoming environment where everyone should feel safe to express any concerns. We have a range of policies and procedures in place which promote safeguarding and safer working practice across all that we do.

Prepared by:

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