



Job description

Job Title:	Boy's Pathway Lead Strength & Conditioning Coach
Department:	Sport Science & Medicine (SS&M)
Reports to:	Clinical Director Head of Talent and Development
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: The Boy's Pathway Lead Strength and Conditioning coach is responsible for planning, programming and delivering a physical development programme that optimises the physical progression of players across the county age group, Emerging player and Academy Programmes, along with focus on wider strategy around long term athletic development with considerations around male growth and maturation. They will collaborate closely with the wider SS&M team; Men's Lead Strength & Conditioning Coach and Boy's Pathway Lead Physiotherapist to ensure players have the physical qualities to transition into the professional game.	
Main Responsibilities: • Lead the planning and delivery of bespoke strength and conditioning provision for the Boy's Pathway with an ability to evidence pathway meaning and purpose (CAG, EPP and Academy) • Lead profiling three times annually in keeping with the SCCC physical Key Performance Indicators (KPI's) for Boy's Pathway cricketers and CPA. • Formulate screening reports and liaise with the wider SS&M team to deliver bespoke programming to optimise development. • Be proficient in the use of the GPS and ensure the system is integrated and used within the Academy to create insights and information to support performance. • Monitor the capture of bowling workloads across school, club and county, applying ECB workload guidance in conjunction with growth and maturation status. • Provide regular, clear, concise and well-presented feedback to coaches on workload and development & current physical state of Boy's Pathway cricketers. • Oversee the collection, calculation and presentation of growth and maturation data for all players involved in the Boy's Pathway. • Work with the wider Strength & Conditioning team to create a Long-Term Athletic Development (LTAD) plan for Boy's Pathway. • Provide nutrition guidance and support in conjunction with the club's Performance Nutritionist • Lead warm up, pre-game preparation, nutritional and hydration support for identified Boy's Pathway fixtures throughout the summer. • Provide specialist Strength & Conditioning input as required to support injury risk reduction, injury management, rehab and return to performance and competition based on scientific evidence-based research. • To assist in Senior Team off season gym and field-based sessions as required.	



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- To provide Senior Squad support for matches and training when required throughout the cricket season
- Attend and contribute towards Strength & Conditioning department meetings.
- Work collaboratively with the Boy's Pathway Lead Physiotherapist and wider SS&M team to facilitate injury rehabilitation and return to play decision making.
- Ensure detailed and accurate entry of all Strength & Conditioning data on ECB's Smartabase system.
- Engage with and contribute to the annual SS&M Audit in line with the CPA guidelines.
- Work with wider Strength & Conditioning practitioners to manage S&C student placements, assist development and organise scheduling.
- Engage and participate with in house CPD and maintain personal CPD to stay up to date with current best practice to continue driving the delivery of the service to the academy and pathway forwards.
- Ensure Boy's Pathway Strength & Conditioning equipment is reviewed regularly, and appropriate ordering of supplies is carried out.
- 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 always adhered to 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 which could include working across different programmes.

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

- Undergraduate qualification within the sporting field or equivalent.
- Completion or working towards a Post Graduate Qualification in Strength & Conditioning or equivalent
- UKSCA accredited or working towards
- Successful completion of ECB BLS certificate
- Demonstrable experience delivering strength & conditioning programmes in the sporting environment, in particular youth development.
- Demonstrable experience of designing and delivering individualised physical development programmes to athletes aged 13–18.
- Experience of working within a multi-disciplinary team - physiotherapy, medical, psychology, nutrition and coaching - including contributing to return-to-play decisions in line with the requirements of the medical team.
- Experience of setting a physical development standard that others deliver to, across multiple age groups or squads - including supervising students or placement staff and briefing coaches to deliver consistent warm-up and preparation content.



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- Demonstrable experience of running a standardised physical profiling battery - anthropometry, movement screening, speed, jump and aerobic testing - and of turning the results into reports that coaches, players and parents act on.
- Demonstrable ability to assess and track growth and maturation status, and to show how it has changed the training prescription for individual players.
- Experience of monitoring and managing training and competition workload whilst considering a player's growth and maturation status.
- Competent in the use of athlete management systems for data entry, interrogation and reporting.

Personal attributes

- Ability to build relationships
- Influence the environment positively
- Motivated
- Approachable and empathetic
- Ability to work collaboratively
- Ability to influence stakeholders positively
- Highly organised and diligent
- Flexible in relation to job requirements and working hours (working hours will include evenings and weekends along with domestic travel)
- Reflective
- Work under pressure and strong decision-making capabilities
- Computer literate (Excel, Word and other bespoke programmes including electronic medical record keeping)

Core competencies

Delivery & Performance

- Quality & Service Orientated
A demonstrated aptitude for understanding and satisfying internal and external customers. Provision of effective solutions. (Level - 2)
- Results Focused/Action Orientated
A drive to plan and deliver results despite challenges and setbacks. (Level - 2)
- Effective Resource Management
Understanding, respecting and effective use of the Club's resources. (Level - 2)
- Innovative Thinking
Aptitude to identify key components of problems, generate creative solutions and seize business opportunities by taking considered risks. (Level - 2)

Strategic Approach

- Business Awareness/Commercial Acumen
Ability to ensure business success and financial efficacy now and for the future. (Level - 2)
- Strategic & Analytical Thinking



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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 – 2)

- **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 – 2)
- **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 – 2)

Leadership

- **Active & Visible Leadership**
Demonstrates full and public commitment to Club's Values. Operates with integrity and transparency and role-models' appropriate behaviours. (Level – 2)
- **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**
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 – 2)
- **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 – 2)

Key contacts in the business:



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Internal:

- Players
- Clinical Director and Wider SS&M team
- Boy's Pathway Lead Physiotherapist
- Director of Talent and Development/Women's Performance
- Boy's Academy Lead
- Boys' Regional EPP lead
- Wider Coaching staff

External:

- Other key stakeholders i.e., Schools & Minor Counties

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.

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:

Name: Jamie Thorpe/Tom Wilkinson/Matt Drakeley

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