

Post Title

Lead Strength & Conditioning Coach (Part Time)

Role and Purpose of Position

City of Sunderland Amateur Swimming Club (COSASC) is seeking an experienced and enthusiastic Lead Strength & Conditioning Coach to take ownership of the club's land-based training programme across all stages of the pathway.

The successful candidate will lead the design, delivery and ongoing development of an evidence-based Strength & Conditioning programme aligned to the club's Long-Term Athlete Development (LTAD) framework. Working closely with the Head Coach and squad coaches, the role holder will ensure that physical preparation is fully integrated within the wider coaching programme to support swimmers in achieving their full potential.

This is an exciting opportunity to play a key role within one of the region's leading swimming clubs, helping to shape the future development of athletes while mentoring and supporting any developing Strength & Conditioning coaches within the programme.

Reporting Relationships

Head of Swimming, Paul Woodley

Job Description

The appointed Lead Strength & Conditioning Coach will be responsible for the planning, delivery, monitoring and ongoing review of the club's Strength & Conditioning programme across all squads within the athlete pathway.

Working collaboratively with the Head Coach and squad coaches, the role holder will design and deliver age- and stage-appropriate training programmes that support swimmer development, physical competency, injury prevention and performance.

The successful candidate will lead physical competency screening, monitor and manage training load across squads, adapt programmes in response to athlete development and performance data, and provide regular feedback to coaching staff regarding individual swimmer progress. They will also provide mentorship and support to any assistant Strength & Conditioning coaches and contribute to the continued development of the club's performance programme.

Squads Covered

The Lead Strength & Conditioning Coach will support swimmers across the full development pathway, including:

- Gold Squad
- Platinum Squad
- Youth Development Squad
- Age Group Development Squad
- Performance Squad

Remuneration

Hourly Rate: £15.50 per hour

Working hours: 11.5 coaching hours per week across four weekday evenings plus 4.5 administration hours, totalling approximately 16 hours per week.

Monday	Tuesday	Wednesday	Thursday	Friday
5-7pm	5-7pm	4.30-7pm	NO SESSIONS	5-7pm

Key tasks

- Lead the planning, delivery and ongoing review of the club's Strength & Conditioning programme across all squads within the athlete development pathway.
- Design and implement age- and stage-appropriate Strength & Conditioning programmes aligned to Long-Term Athlete Development (LTAD) principles.
- Monitor and manage training load across squads, adapting programmes in response to swimmer feedback, physical competency screening outcomes and performance data.
- Lead physical competency screening across squads during each training cycle.
- Support all squads with effective pre-pool activation and post-pool recovery routines.
- Work closely with the Head Coach and squad coaches to integrate Strength & Conditioning into the wider swimming programme.
- Provide regular feedback to the Head Coach and squad coaches regarding individual swimmer development, physical readiness and progression.
- Mentor and support any assistant Strength & Conditioning coaches to ensure consistency across the programme.
- Promote a positive, inclusive and high-performance training environment where all swimmers are encouraged to achieve their full potential.
- Liaise with Swim England, British Swimming and other relevant organisations where appropriate to ensure best practice.
- Follow and promote the vision, values and policies of City of Sunderland ASC internally and externally.
- Follow Swim England Child Safeguarding Policies, Wavepower guidance and all Health & Safety procedures.
- Understand and comply with the facility's Emergency Action Plan (EAP) and Normal Operating Procedures (NOP).
- Undertake any other duties appropriate to the level and responsibilities of the post.

Person specification

Essential

- BSc (Hons) or working towards in Strength & Conditioning, Sport & Exercise Science or a related discipline.
- UKSCA Accredited, or actively working towards UKSCA accreditation with a clear commitment to achieving accreditation.
- Excellent communication and interpersonal skills.
- Highly organised with excellent planning and time management skills.
- Highly reliable, dependable and self-motivated.

Desirable

- Experience planning and delivering Strength & Conditioning programmes across different age groups and stages of athlete development.
- Understanding of Strength & Conditioning principles and Long-Term Athlete Development.
- Experience of physical competency screening and athlete monitoring.
- Experience of monitoring and managing training load.
- Experience working within a competitive swimming environment.
- Proficient IT skills.
- Current Swim England Safeguarding qualification (or willingness to complete upon appointment).

Please note it is the responsibility of the employee to ensure all qualifications and DBS is up to date and ensures there isn't any lapse in these qualifications. Any lapse in key qualifications could result in disciplinary action and or financial impact if any lapse results in not being qualified to undertake current role.

Knowledge, Skills and Attributes

The successful candidate will demonstrate:

- A passion for coaching and athlete development.
- A commitment to creating a positive, safe and high-performance environment.
- The ability to motivate, inspire and develop athletes.
- Strong organisational and planning skills.
- The ability to build effective relationships with swimmers, coaches, parents and volunteers.
- Excellent people management and communication skills.
- A commitment to their own continuing professional development.
- Sound judgement and the ability to make informed decisions based on evidence and observation.
- A willingness to contribute positively to the wider development of the club.

Professional Standards

- Provide a committed, professional and athlete-centred approach to coaching.
- Promote and uphold the vision, values and policies of City of Sunderland ASC.
- Comply with Swim England's Wavepower Child Safeguarding Policies and Procedures.
- Follow all Health & Safety policies and procedures.
- Understand and comply with the facility Emergency Action Plan (EAP) and Normal Operating Procedures (NOP).
- Maintain all relevant qualifications, DBS certification and professional memberships required for the role.
- Undertake any other duties appropriate to the level of responsibility.

Application

To apply, please forward your CV and covering letter to: Paul Woodley: paulwoodley@cityofsunderlandasc.co.uk

- **Application closes:** 5pm on Thursday 13th August 2026.
- **Interviews:** Afternoon of Thursday 20th August 2026.
- **Start date:** As soon as possible following appointment.