



## **JOB DESCRIPTION & PERSON SPECIFICATION**

**JOB TITLE:** Sport Science and Sports Medicine Lead  
**REPORTS TO:** Associate Director, Sports Science & Sports Medicine  
**SALARY:** £55,000 to £63,000 per annum (dependent on experience)

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### **SUMMARY:**

Work closely with, and support, the Associate Director, Sports Science and Sports Medicine (ADSSSM), as part of the cross-aquatic Sports Science and Sports Medicine (SSSM) leadership team, to develop and implement a SSSM strategy to positively impact on performance and Individual Athlete Plans. The role will have a particular focus on an identified discipline(s) (consisting of Diving, Para-Swimming and Swimming), while actively contributing across the aquatic disciplines through aligned work on targeted strategic projects, groups and 'themes'.

### **JOB PURPOSE:**

- Support the development and implementation of the British Swimming (BS) cross aquatic SSSM strategy with a particular focus on an identified discipline(s)
- Support and lead on identified projects and strategic priorities across the aquatic disciplines of Diving, Para-Swimming and Swimming
- Provide strategic leadership to one of the SSSM 'theme' areas

### **JOB LOCATION:**

- The normal place of work will be one of the BS Performance Centres (London, Leeds, Loughborough, Bath and Manchester)
  - A presence at other BS Performance Centres will be required and hence frequent travel throughout the UK and internationally will be required
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### **KEY RESPONSIBILITIES**

- In conjunction with the ADSSSM, support the delivery of an appropriately aligned BS SSSM strategy
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- Coordinate and manage identified members of the SSSM team and ensure that SSSM is positively impacting on performance and Individual Athlete Plans
- Ensure SSSM services are embedded and aligned to coaching programmes and in the wider activity of the WCP to enable maximum impact on performance and culture
- Develop and maintain strong relationships with the relevant sport specific leadership team(s) bringing insight, knowledge and challenge to the WCP by sitting on identified leadership teams
- Make a significant contribution in the process of evolving understanding of future performance requirements across the aquatics, including the scoping and delivery of research and innovation projects
- Manage the delivery of an aligned Individual Athlete Planning (IAP) process across all aquatic disciplines.
- Contribute to the design and construction of the strategic plan across all disciplines
- Manage the implementation of designated strategic objectives and projects across all disciplines
- Support the management of the SSSM budget to maximise the impact of science and medicine services in performance centres and at competition
- Support the production of concise and relevant performance data and information to inform decision-making and reporting
- Support national team activity in competition environments as and when appropriate

#### **KEY INTERNAL AND EXTERNAL CONTACTS**

- Identified sport specific leadership team(s)
- ADSSSM and British Swimming SSSM leadership team
- Performance Data and Information staff
- Sports Science and Sports Medicine staff
- World Class Podium and Podium Potential Programme Coaches and Athletes
- Home Country Sports Institutes
- Home Country Swimming Associations
- UK Sport
- British Olympic Association



## General

- Comply with all British Swimming policies and procedures set down by British Swimming and in particular those relating to equality, diversity and inclusion

*This job description is not to be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and will be amended in light of the changing needs of the World Class Programme and/or British Swimming.*

## PERSON SPECIFICATION

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>A Post-Graduate qualification, or equivalent experience, within Sport Science, Medicine, Coaching or a related field</li> </ul>	
Experience / Knowledge	<ul style="list-style-type: none"> <li>Extensive and in-depth understanding of high-performance sports and Olympic and Paralympic performance systems</li> <li>A proven ability to lead, coordinate and support a team of specialists and/or practitioners</li> <li>Able to demonstrate management and leadership skills and evidence decision making and critical thinking</li> <li>Experience in performance planning, including monitoring SMART objectives, within the context of a Paralympic/Olympic cycle</li> <li>Evidence of innovative and creative delivery and the ability to inspire and support colleagues</li> <li>A broad understanding of all aspects of technical performance support (Coaching, Science, Medicine and Technology)</li> <li>Experience working at and with others at a Paralympic / Olympic Games or major multi-sport event</li> <li>Understanding of the British Swimming High Performance System</li> </ul>	<ul style="list-style-type: none"> <li>Proven background in the delivery of sport science or sports medicine services within the aquatics</li> <li>Experience of leading and participating in applied research/innovation projects</li> <li>Experience of managing and prioritising budgets</li> </ul>
Skills / Behaviours	<ul style="list-style-type: none"> <li>Passion for excellence and strong desire to excel at whatever task is at hand, seeking to achieve world-class levels of professionalism, technical delivery and quality standards</li> <li>Identifies opportunities for improvement and constructively challenges traditional assumptions and methods</li> <li>Uses appropriate methods and a flexible interpersonal style to help build a cohesive team; facilitating the completion of team goals</li> <li>Excellent communication, presentation and influencing skills</li> <li>Develops direction and structure, ensuring clarity of role and purpose</li> </ul>	

Criteria	Essential	Desirable
	<ul style="list-style-type: none"> <li>• Clearly conveys information and ideas through a variety of media to individuals and groups that engages and helps them to understand and retain the message</li> <li>• Sets high standards of performance for self and others; assuming responsibility and accountability for successfully completing tasks</li> <li>• Actively identifying new areas for learning; regularly creating and taking advantage of learning opportunities; using newly gained knowledge and skill on the job and learning through their application</li> <li>• Seeks and uses feedback to identify appropriate areas for learning</li> <li>• Ability to accurately analyse and translate performance data into meaningful SSSM opportunities and to generate new ideas</li> <li>• Able to manage a high pressure workload and those of colleagues and to work and thrive in the High Performance environment</li> <li>• Proven ability to lead and work collaboratively within a multi-disciplinary support team</li> <li>• Excellent critical thinking and decision making skills working with others with wide ranging views to solve constructively multi-dimensional problems</li> <li>• A team player to effectively lead a large and diverse workforce with an open consultative style and optimistic approach</li> <li>• An understanding and commitment to equal opportunities in employment and sport</li> <li>• An open, curious, collaborative and accountable character</li> <li>• Having the willingness to engage with and support continuous professional development in anti-doping, i.e. UKAD Accredited Advisor Certification</li> <li>• Ability to work irregular and unsocial hours as required involving work outside normal office hours, at evenings, weekends and Bank Holidays</li> </ul>	



Criteria	Essential	Desirable
	<ul style="list-style-type: none"><li data-bbox="371 517 1082 660">An understanding of and commitment to fair play and all national and international anti-doping policies as enforced by national governing bodies, international federations, Olympic and Paralympic Associations and other relevant organisations</li></ul>	

