



Dubai  
English  
Speaking  
Schools

## Job Description and Person Specification

**Job Title:** Head of Strength and Conditioning (S & C)

**Reports to:** 2 i/c Sport / Director of Sport

### OBJECTIVE OF THE ROLE

Must be enthusiastic, inspiring and innovative, with the relevant skills to work with all pupils to assist and enhance their overall physical development. We want pupils of all ages and physical abilities to understand the importance of training and Long Term Athlete Development (LTAD), so they are competent in a broad range of movements and can perform and enjoy physical activity in the most efficient and safe manner. We aim for all pupils to understand the benefits of LTAD and how it can provide a stable foundation for activity in the short term and a smooth transition into lifelong sport.

The ideal candidate will be able to inspire, lead and innovate with all stakeholders, including students, staff and parents.

### MAIN RESPONSIBILITIES

DESS College Sports Teams, Physical Education lessons and DESS Staff & Parents.

- Implementing a coordinated plan for S&C support for Rugby, Football & Netball, to include programming, resources and promotional materials.
- Create support materials for programmes in relation to Sports Science, in coordination with Directors of Football, Netball & Rugby.
- Organise Sports Science workshops and support across sports where identified.
- Development of new technology and research to support quality of experience at DESS College.
- Nutrition and hydration support for athletes and parents, including information packs and menus, coordinating with other staff as necessary.
- 1-to-1 Mentoring of experienced athletes selected from a range of sports. E.g. High-level performers in Tennis.
- Staffing of Sixth Form Gym and coordination of relevant staff to staff the H-block Gym, including other teachers and coaches, to ensure that the quality of experience and number of participants is improved.
- Coordination and maintenance of equipment in both gyms. Ordering of new equipment and liaison with other external gym users.

- Organisation and supervision of morning, lunchtime and after-school S&C sessions as needed, in line with the extensive extra-curricular programme at the College.
- Collaborate with the Director of Sport to design a long-term athletic development plan for students at KS3-Young Adult.
- S&C support of core PE sessions, in conjunction with Head of PE via line manager to include functional movements, linked to long term athletic development. Coordinate staff wellbeing programme in conjunction with whole school policy.
- Promote S&C potential to parents during Marhaba Mornings and assemblies with students.
- Media promotion of Sports Science and innovation at DESS College.
- Assist where appropriate with the rehabilitation of injured pupils.
- Attend open evenings and promotional events as needed.
- Support outreach to DESS College feeder schools as needed.
- The ability to assist and/or lead sports teams, fixtures and events is desirable.

### **Departmental Expectations**

- To contribute to the learning culture within the subject area by identifying, sharing and deploying good and effective practice. Be able to support staff in improving their knowledge and skills base in S&C.
- Be a passionate advocate for Physical Education and Sport at the College, motivating and encouraging students to develop their character through Physical Education and Sport.
- Contribute fully to the Extra Curricular Programme including mornings, lunchtimes, weekends and evenings as required.
- Be able to contribute to activities outside of S&C as required. Supporting lessons and sports outside of S&C as part of the PE dept.

### **Pastoral Expectations**

- To contribute to the pastoral care of students and to support their spiritual, moral, social and cultural development.
- Role as pastoral coach as required by the House system.
- To have a clear understanding of safeguarding practices and protocols within a school environment.

### **Whole School Expectations**

- To support the aims and ethos of the school by adherence to its policies and practices including those on homework and behaviour.
- To commit to being fully involved in extra-curricular activity to enhance the overall experience of students at DESS College.
- To attend all meetings within the agreed school structure.
- To work collaboratively with colleagues within and outside your subject area to improve teaching and learning throughout the school.
- To reflect on your own practice and contribute to the College's and department's self-review/evaluation processes.

## PERSON SPECIFICATION

- A Bachelor's degree in Sports / Exercise science or a related field.
- Certification as a S&C Specialist from a relevant awarding body.
- Be talented and highly motivated, with a proven track record of S&C coaching.
- Be willing to contribute in a positive manner to all aspects of the College's vision, including extra-curricular activities.
- Commitment to maintaining excellent subject knowledge and staying abreast of new developments.
- Knowledge of exercise physiology, biomechanics, and sports nutrition.
- Ability to play a significant role in the local community, raising the College's profile.
- Strong communication and interpersonal skills to effectively work with athletes, coaches, and other school staff, as well as parents.
- Leadership qualities including authority and empathy to connect with and inspire teaching and support staff.
- Experience in creating and implementing S&C programmes tailored to the specific needs and goals of sports teams.
- Certification in CPR and First Aid.
- A confident and outgoing personality that will be able to maintain the support of colleagues, parents and pupils.
- Be able to take the initiative and develop an idea through to completion.
- Familiarity with injury prevention and rehabilitation techniques.
- Have a good sense of humour and be flexible and adaptable.
- Evidence of a commitment to continuing professional development.
- Competent IT skills across office 365 and all Apple devices and software.

**This list is not exhaustive and is designed to provide a framework for areas of development the successful candidate will have responsibility for within the College**