Dollar Academy

Job Description

Job Title:	Athletic Development Lead
Employer:	Dollar Academy
Job Summary:	Reporting to the Director of Sport, the Athletic Development Lead will take responsibility for the strategic direction, coordination and practical delivery of Dollar Academy's Athletic Development programme. The role requires a balance of long-term planning, hands-on coaching, programme management and collaborative working to establish a clear and consistent approach to physical literacy, strength and conditioning, wellbeing and long-term athletic development across the school. The postholder will combine strategic planning and programme oversight with high-quality practical coaching, ensuring a consistent, progressive and developmentally appropriate experience for pupils from Prep through Senior School. Working collaboratively with Heads of Sport, PE staff and wider support teams, the Athletic Development Lead will support pupil development, sporting performance and a positive culture of physical activity.
Key Duties and Responsibilities:	**Athletic Development Strategy & Programme Leadership** • Develop and implement a whole-school Athletic Development strategy aligned with the Academy's sporting priorities, educational objectives, and values. • Establish clear, progressive athletic development pathways from Prep through Senior School. • Develop and maintain athletic development frameworks, coaching standards and progression systems to ensure consistency across sports and age groups. • Promote an evidence-informed approach to coaching, athlete development and continuous programme improvement. • Ensure strength and conditioning provision supports both long-term physical development and sport-specific performance. **Programme Planning & Coaching Delivery** • Lead the planning and delivery of age-appropriate, sport-specific strength and conditioning programmes across allocated sports and athlete groups. • Translate the Academy's Athletic Development strategy into structured, practical coaching programmes. • Collaborate with Heads of Sport and coaching staff to align physical preparation with training schedules, fixtures, academic commitments and individual pupil needs. • Ensure sessions are safe, inclusive, engaging and appropriate to pupils' age, physical maturity and training experience. • Support the development of physical literacy, fundamental movement skills, strength, speed, agility and athletic performance. • Maintain continuity and progression across Prep, Junior and Senior School pathways.

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Programme Coordination & Quality Assurance

- Oversee the day-to-day coordination and effective delivery of the Athletic Development programme.
- Organise training schedules, testing periods, and use of strength and conditioning facilities.
- Maintain consistent coaching standards, safe working practices, and effective training environments.
- Review and adapt programmes in response to pupil needs, sporting demands and programme outcomes.
- Work collaboratively with sporting departments to ensure a coordinated approach to athletic development.

Staff Support & Professional Development

- Provide guidance, mentorship and practical coaching support to S&C staff, develop and oversee student placements and develop practitioners where applicable.
- Promote a collaborative coaching environment and encourage ongoing professional development.
- Support the sharing of strength and conditioning knowledge and good practice with PE staff and sports coaches.
- Contribute to the development of coaching resources and opportunities for staff learning.

Athlete Monitoring & Programme Evaluation

- Develop and maintain appropriate systems for athlete testing, monitoring, and long-term progression tracking.
- Collect, analyse and interpret relevant physical development and performance data to inform coaching decisions.
- Evaluate programme effectiveness, pupil engagement, and athletic development outcomes.
- Provide periodic updates and recommendations to the Director of Sport to support ongoing programme development.
- Use monitoring information to guide progression and identify improvement areas.

Collaboration & Athlete Wellbeing

- Build effective working relationships with Heads of Sport, PE staff, medical professionals, pupils, parents, and relevant external organisations, including National Governing Bodies where appropriate.
- Promote a joined-up approach to physical preparation, athlete wellbeing and long-term development.
- Support the integration of strength and conditioning principles across the wider school sporting programme.
- Encourage positive attitudes towards physical activity, healthy training habits, and lifelong physical development.
- Contribute to a supportive and inclusive sporting environment that enables pupils of all abilities to develop their physical potential.

	Miscellaneous • Participate in training and development as required • Responsible for promoting and safeguarding the welfare of any children or young person during employment at Dollar Academy • Undertake any duties commensurate with grade

Person Specification

Qualifications	• UKSCA Accredited Strength & Conditioning Coach (ASCC) status or equivalent recognised qualification, or working towards accreditation. • Relevant degree or postgraduate qualification in Strength and Conditioning, Sports Science, Sports Coaching or a related discipline. The following are desirable: • Additional professional development in youth athletic development, LTAD, growth and maturation, including recognised Youth Physical Development education or equivalent modules. • Professional accreditation - applicants should be able to demonstrate the practical coaching competence and knowledge appropriate to the role. • Current relevant first aid qualification. • Evidence of ongoing professional development in strength and conditioning and athletic development.
Knowledge and Experience	• Significant experience of planning and delivering strength and conditioning programmes. • Good understanding of youth athletic development, physical literacy and age-appropriate training principles. • Experience of developing and delivering progressive programmes across different ages, abilities and sporting disciplines. • Experience of leading, coordinating or supporting other coaches or practitioners. • Knowledge of athlete monitoring, testing and performance evaluation.
Skills and Attributes	• Strong leadership, organisational and communication skills. • Ability to work collaboratively and build effective relationships with pupils, colleagues and external partners. • An engaging and positive coaching style, with the ability to motivate and inspire young people. • Ability to balance strategic planning with practical delivery and manage competing priorities. • A commitment to pupil wellbeing, safeguarding and creating an inclusive sporting environment. • Enthusiastic, proactive and committed to continuous improvement.