ROLE DESCRIPTION	
Role Title	Assistant Strength & Conditioning Coach
Salary	£40,000 - £45,000 per annum, dependent on experience
Start date	As soon as practicable
Contractual status	Permanent, following six month probation
Location	Cardiff Arms Park
Hours of work	You shall work 35 hours each week on such days as are agreed between us and you at least one week in advance. You will be expected to work additional hours to meet the requirements of your position and needs of the business, including, but not limited to where your role requires you to work on match days.
Responsible to	Head of Strength & Conditioning
About the Role	We are seeking a highly driven and knowledgeable Assistant Strength & Conditioning Coach to join our elite Strength & Conditioning Department. Reporting directly to the Head of Strength & Conditioning, you will play a crucial role in the physical preparation, monitoring, and rehabilitation of first-team squad members. This role requires a hands-on coach who thrives in a high-performance rugby environment and has a proven ability to bridge the gap between sports science data and practical coaching on the gym floor and the pitch.
Key Responsibilities, tasks and Activities	• Program Delivery: Design, implement, and coach evidence-based gym sessions focusing on strength, power, and injury prevention for assigned squads or individual players. • Pitch-Based Conditioning: Assist in the delivery of pitch-side warm-ups, speed, agility, and rugby-specific metabolic conditioning sessions. • Load Monitoring: Manage the daily collection and reporting of GPS and heart rate data, wellness questionnaires, and neuromuscular fatigue monitoring to inform daily training modifications. • Return to Play (RTP): Work seamlessly with the medical and physiotherapy departments to design and deliver late-stage rehabilitation and RTP conditioning protocols for injured players. • Match Day Operations: Assist with pre-match physical preparation, hydration strategies, locker-room setup, and post-match recovery protocols (both home and away). • Data & Reporting: Maintain up-to-date physical performance profiles for players, utilizing club databases to generate weekly and seasonal reports for the Head of Physical Performance and coaching staff.
Essential Qualifications & Experience	• BSc in Sports Science, Strength & Conditioning, or a closely related field. • UKSCA Accredited (or capable of obtaining within 6 months of employment). • A minimum of 4–5 years of applied S&C coaching experience within a professional or elite sporting environment. • Demonstrable experience coaching elite athletes in Olympic weightlifting derivatives, absolute strength lifts, and plyometrics. • Proficiency with athlete tracking technologies (e.g., STATSports, Catapult) and force plate software (e.g., VALD).

ROLE DESCRIPTION	
Desirable Qualifications	• MSc in a relevant sports science or performance discipline. • Specific applied experience within professional rugby union or rugby league. • Advanced data analysis and visualization skills (e.g., Power BI, Tableau, advanced Excel). • First Aid / Trauma qualification tailored to elite sport (e.g., PHICIS).
Personal Attributes	• Exceptional communication skills, with the ability to build rapport and drive accountability with professional rugby players and multidisciplinary staff. • A highly adaptable work ethic, prepared to work irregular hours including weekends, bank holidays, and extensive travel. • A proactive, low-ego team player who is eager to learn and contribute to a unified physical performance philosophy.

This role description is subject to change pending review by the role holder and their line manager.