



First Team Performance Coach

Job Description

Job details	
Job title:	First Team Performance Coach
Location	Bristol Rovers football club, The Quarters Training Facility
Hours:	37.5 hours a week
Reporting to:	Head of Medical Performance & First Team Manager
Job Purpose:	We are seeking an experienced and dynamic leader to lead the Performance function of the first team, ensuring a world-class approach to physical performance, health and wellbeing that supports the squad to compete and succeed at the highest level. In this pivotal role you will manage, organise, coordinate and supervise the full Performance function including Sports Science, Strength & Conditioning, Nutrition and Catering implementing effective work systems while creating a performance vision that executes a cohesive and ambitious strategy. You will work in close collaboration with the Manager and football management team, ensuring players are optimally prepared, monitored and recovered across a demanding competitive fixture schedule. The role also demands a strong commitment to governance, safety, and the relevant regulatory standards (Premier League, FA and UEFA).
PRINCIPLE ROLE AND RESPONSIBILITIES	
1.	Lead, oversee and coordinate the club's first team Performance functions, ensuring leading performance is achieved, maintained and exceeded through effective delivery of a continuous performance strategy.
2.	Design, plan and implement a performance, health and wellness strategy aligned with the club's goals, targets and KPIs
3.	Lead the design and delivery of physical performance strategies and season-long periodisation that keep players in peak physical readiness to compete at the highest level across a congested fixture calendar.
4.	Manage, guide and develop the team of practitioners, working closely with coaching staff and performance support functions (e.g. medical, nutrition, psychology).
5.	Oversee robust player monitoring, load management, recovery and return-to-play frameworks, with clear benchmarks and evaluation systems.
6.	Maintain an effective, collaborative and continuous relationship within the football management team to ensure best-practice methods and continuity.
7.	Provide regular and timely updates to the coaching staff on the status of players' health, wellness and physical readiness.
8.	Understand and manage risk/compliance requirements, ensuring the department abides by all regulations and remains compliant at all times
9.	Support budget planning and management in partnership with the Director of Football and Finance teams.



10.	Drive operational efficiency and effectiveness by identifying opportunities for improvement and establishing measurement and KPIs where relevant.
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Person Specification

Education, Experience and Knowledge		Essential	Desirable
1.	Undergraduate and postgraduate degrees in Sports Science, Sports Medicine, or a related discipline	✓	
2.	UKSCA accreditation or equivalent	✓	
3.	Significant applied Strength & Conditioning / Sport Science /Fitness Coaching experience in elite sport.	✓	
4.	Strong ability to manage people and evaluate performance.	✓	
5.	Open, transparent, respectful, ethical and fair in approach and behaviour, acting with a high degree of integrity and confidentiality.	✓	
6.	Experience operating within an elite first-team environment.	✓	
7.	Proven experience in professional football, including demonstrable success.	✓	
8.	Experience delivering high-quality physical training and preparation programmes to elite players.	✓	
9.	Capable of working to tight deadlines, with flexibility in working patterns and adaptability to fast-paced environments.	✓	
10.	Ability to perform under pressure and respond calmly to competing demands	✓	
Skills, Abilities & Experience		Essential	Desirable
11.	Understanding of how to develop coaching and communication skills to engage and motivate players.		✓
12.	BASES accreditation. FA Level 2 or above coaching qualification.		✓
13.	Collaboration with national football teams and federations.		✓
14.	Additional relevant coaching, leadership or management qualifications to support the role		✓
15.	Ability to use data and expertise to derive actionable insights for decision-making. Desirable - Skills & Attributes		✓
16.	Passion and ability to challenge conventional thinking with innovative problem-solving.		✓
17.	Effective collaboration with multiple internal and external stakeholders to drive strategy and performance.		✓
18.	Budget management experience.		✓



19.	Successful completion of NGB audits or equivalent		✓
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Safeguarding Statement

Safeguarding Statement Bristol Rovers FC Football Club is committed to safeguarding the welfare of children and young people and expects all staff and Volunteers to endorse this commitment. This post requires an Enhanced Disclosure and Barring Service Check (DBS) as such it is exempt from Rehabilitation of Offenders Act (1974).

Therefore, all convictions including spent convictions that have not been subject to filtering by the DBS should be declared". Relevant information and / or documents will be distributed as part of the recruitment process.

Equality, Diversity and Inclusion

Equality, Diversity and Inclusion Bristol Rovers FC Football Club's commitment to Equality, Diversity and Inclusion is to confront and eliminate discrimination whether by reason of age, gender, gender reassignment, sexual orientation, marital status or civil partnership race, nationality, ethnicity (race), religion or belief, ability or disability, pregnancy or maternity and to encourage equal opportunities (Protected Characteristics, Equality Act 2010). Employees of Bristol Rovers FC Football Club must ensure a positive commitment towards equality, diversity and inclusion by treating others fairly and not committing any form of direct or indirect discrimination, victimisation or harassment of any description and to promote positive working relationships between all internal and external stakeholders.

How to Apply

Please send your CV to recruitment@bristolrovers.co.uk