

STRENGTH & CONDITIONING PROFESSION

Example Job Descriptions & Criteria Templates

A practical reference for writing clearer, fairer, and more proportionate S&C job adverts, aligned to the IUSCA IQF S&C Practitioner Pathway.



HANDBOOK

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INTRODUCTION

Purpose & How to Use These Templates

Purpose

This document provides example job descriptions and criteria templates for common strength and conditioning roles, from supervised internships through to senior professional leadership positions.

The templates are designed to help employers write clearer, fairer, and more proportionate job adverts. They are also intended to support greater consistency in how strength and conditioning roles are described, classified, and aligned to the IUSCA IQF Strength and Conditioning Practitioner pathway.

These templates should be read alongside the IUSCA IQF Level Descriptors and the IUSCA IQF Role Classification and Salary Alignment Guide. The IQF Level Descriptors define progression in strength and conditioning practice through increasing sophistication in reasoning, judgement, autonomy, responsibility, complexity management, and error correction.

The suggested IQF levels in this document are examples. Final classification should be based on the full role scope, not job title alone.

Use of These Templates

Employers may adapt these templates to suit their organisation, sport, population, country, and employment context.

When adapting a template, employers should ensure that:

- The role title reflects the actual responsibility of the position.
- The salary or salary range is clearly stated.
- The role scope is proportionate to the salary offered.
- Essential criteria are genuinely essential.
- Desirable criteria are not used to inflate expectations unnecessarily.
- Required qualifications and certifications match the autonomy, responsibility, and complexity of the role.
- Developmental roles include appropriate supervision and mentoring.
- Higher-level roles recognise advanced judgement, leadership, complexity, and accountability.

University-specific roles are addressed separately within the IUSCA UK University S&C Role Grading and Salary Guide.

IUSCA IQF Certification Reference

The example job descriptions in this document refer to both the relevant IQF level and the associated IUSCA IQF certification or professional recognition.

The IQF level describes the level of practice expected within the role. The associated IUSCA IQF certification provides a recognised route through which practitioners may demonstrate alignment with that level.

IQF level	Level title	Associated IUSCA IQF certification / recognition	Typical use in job adverts
IQF Level 2	Supervised Practitioner	IUSCA IQF Level 2 Certified Strength and Conditioning Instructor	Supervised, developmental, placement, assistant, or delivery-focused roles
IQF Level 4	Practitioner	IUSCA IQF Level 4 Certified Strength and Conditioning Practitioner	Defined-scope practitioner roles and early-career autonomous delivery

IQF level	Level title	Associated IUSCA IQF certification / recognition	Typical use in job adverts
IQF Level 6	Scientific Practitioner	IUSCA IQF Level 6 Accredited International Strength and Conditioning Practitioner, aISCP	Autonomous practitioner roles requiring degree-level knowledge, professional accountability, and evidence-informed programme design
IQF Level 7	Advanced Scientific Practitioner	IUSCA IQF Level 7 Accredited International Strength and Conditioning Practitioner, aISCP*m	Senior, lead, advanced, and interdisciplinary roles requiring master's-level knowledge and responsibility for complex practice environments
IQF Level 8	Master Practitioner / Thought Leader	IUSCA IQF Level 8 Master International Strength and Conditioning Practitioner, mISCP	Head of department, director, strategic leadership, expert practitioner, governance, and profession-level contribution roles

Within the IUSCA IQF framework, Level 6 certification requires an appropriate degree-level foundation, and Level 7 certification requires an appropriate master's-level foundation. Employers should therefore ensure that the qualification requirements, salary, autonomy, and responsibility of the role are proportionate when advertising roles aligned to these levels.

Recommended Certification Wording

Where appropriate, employers are encouraged to use wording such as:

Relevant IUSCA IQF certification or professional recognition, or equivalent recognised professional certification.

Where a specific level is appropriate, employers may use wording such as:

- **IUSCA IQF Level 4 Practitioner, or equivalent recognised professional certification.**
- **IUSCA IQF Level 6 Accredited International Strength and Conditioning Practitioner, aISCP, or equivalent recognised professional certification.**
- **IUSCA IQF Level 7 Accredited International Strength and Conditioning Practitioner, aISCP*m, or equivalent recognised professional certification.**
- **IUSCA IQF Level 8 Master International Strength and Conditioning Practitioner, mISCP, or equivalent recognised senior professional distinction.**

TEMPLATE 01

Strength & Conditioning Intern / Placement Coach

IQF Level 2 – 4 · Developmental

TYPICAL IQF CLASSIFICATION

IQF Level 2 to Level 4 developmental

This role is suitable where the practitioner is developing professional competence through structured delivery, observation, supervised practice, and feedback.

Associated IUSCA IQF Certification

IUSCA IQF Level 2 Instructor, or working towards **IUSCA IQF Level 4 Practitioner**, depending on the level of responsibility.

Recommended Advert Wording

Desirable: IUSCA IQF Level 2 Instructor, or equivalent.

Desirable: Working towards IUSCA IQF Level 4 Practitioner, or equivalent recognised professional certification.

Suggested Role Title

- **Strength and Conditioning Intern**
- **Strength and Conditioning Placement Coach**
- **Athletic Development Placement Coach**
- **Performance Support Intern**

Role Purpose

The Strength and Conditioning Intern will support the delivery of strength and conditioning services under the supervision of qualified practitioners. The role is intended to provide structured professional development, practical coaching exposure, and experience within an applied performance environment.

The role should support the intern in developing safe coaching practice, basic session delivery, professional behaviours, communication skills, and an understanding of how training activities contribute to athlete development.

Reporting Line**Reports to:**

- Head of Strength and Conditioning
- Lead Strength and Conditioning Coach
- Senior Strength and Conditioning Practitioner
- Placement Supervisor

Key Responsibilities

The post holder may be expected to:

- Assist with the set-up, delivery, and review of strength and conditioning sessions.

- Support warm-ups, movement preparation, gym-based training, field-based physical development, and recovery sessions under supervision.
- Deliver selected components of sessions where appropriately trained and approved.
- Assist with athlete monitoring, data collection, equipment preparation, and session organisation.
- Observe coaching practice and contribute to reflective review.
- Support the maintenance of a safe, professional, and organised training environment.
- Follow agreed protocols, risk assessments, and safeguarding procedures.
- Communicate professionally with athletes, coaches, staff, and supervisors.
- Attend development meetings, mentoring sessions, and internal education activities.
- Maintain a record of learning, feedback, and professional development.

Essential Criteria

Applicants should normally demonstrate:

- Current enrolment on a relevant undergraduate degree, vocational qualification, or professional development pathway.
- Developing knowledge of strength and conditioning principles.
- Commitment to safe and ethical practice.
- Strong communication and interpersonal skills.
- Willingness to learn, receive feedback, and reflect on practice.
- Reliability, professionalism, and appropriate conduct in a performance environment.
- Understanding of safeguarding, welfare, and duty of care responsibilities.

Desirable Criteria

- IUSCA IQF Level 2 Instructor, or equivalent.
- Working towards IUSCA IQF Level 4 Practitioner, or equivalent.
- Experience assisting in sport, school, academy, club, or private-sector settings.
- First aid qualification.
- Experience using basic monitoring or testing procedures.
- Evidence of reflective practice or professional development.

Supervision and Development Expectations

This role should include:

- Named supervisor.
- Clear scope of permitted activity.
- Regular feedback.
- Observation opportunities.
- Gradual increase in delivery responsibility where appropriate.
- Clear escalation route for athlete welfare, injury, safeguarding, or professional concerns.

Criteria to Avoid

For this role type, employers should normally avoid requiring:

- A full degree.
- Advanced professional certification.

- Several years of independent coaching experience.
- Responsibility for autonomous programme design.
- Responsibility for athlete outcomes without supervision.
- Unpaid or very low-paid work involving substantial professional responsibility.

TEMPLATE 02

Graduate Assistant Strength & Conditioning Coach

IQF Level 4 · Developmental

TYPICAL IQF CLASSIFICATION

IQF Level 4 developmental

This role is suitable for a practitioner moving from supervised practice towards defined-scope independent practice.

Associated IUSCA IQF Certification

IUSCA IQF Level 4 Practitioner

Recommended Advert Wording

Desirable: IUSCA IQF Level 4 Practitioner, or working towards this level, or equivalent recognised professional certification.

Where the role includes greater independent responsibility, this may be listed as essential.

Suggested Role Title

- Graduate Assistant Strength and Conditioning Coach
- Graduate Athletic Development Coach
- Assistant Performance Coach
- Graduate Strength and Conditioning Practitioner

Role Purpose

The Graduate Assistant Strength and Conditioning Coach will support the planning, delivery, and evaluation of physical preparation services for assigned athletes or teams. The role is designed to develop early-career practitioner competence through supervised responsibility, structured mentoring, and progressive exposure to programme design and applied decision-making.

The post holder will be expected to contribute to safe and effective training delivery, assist with athlete monitoring, and begin developing the ability to justify coaching decisions based on intended outcomes, athlete needs, and relevant evidence.

Reporting Line**Reports to:**

- Lead Strength and Conditioning Coach
- Head of Strength and Conditioning
- Senior Strength and Conditioning Practitioner

Key Responsibilities

The post holder may be expected to:

- Assist in the delivery of strength and conditioning sessions for assigned teams, athletes, or groups.

- Plan selected session components under supervision.
- Support programme implementation in line with agreed departmental plans.
- Contribute to athlete testing, monitoring, and data collection.
- Assist with exercise technique coaching and movement competency development.
- Support return-to-training processes under the direction of senior staff.
- Contribute to session review and programme evaluation.
- Maintain accurate training records.
- Communicate with coaches, athletes, and support staff within agreed boundaries.
- Engage in regular mentoring, supervision, and professional development.
- Demonstrate reflective practice and respond constructively to feedback.

Essential Criteria

Applicants should normally demonstrate:

- Current enrolment on a relevant undergraduate degree, vocational qualification, or professional development pathway.
- Developing applied knowledge of strength and conditioning.
- Experience assisting or delivering in a supervised coaching environment.
- Ability to deliver safe and effective coaching sessions.
- Understanding of training principles, movement competency, and athlete development.
- Professional communication skills.
- Commitment to athlete welfare, safeguarding, and ethical practice.
- Ability to work as part of a multidisciplinary or coaching team.

Desirable Criteria

- IUSCA IQF Level 4 Practitioner, or equivalent.
- IUSCA IQF Level 2 Instructor, or equivalent.
- Experience in academy, school, club, institute, or private-sector S&C.
- First aid qualification.
- Experience with basic performance testing and monitoring.
- Evidence of reflective practice, CPD, or supervised professional development.

Supervision and Development Expectations

This role should include:

- Regular supervision from a qualified practitioner.
- Support with programme planning and review.
- Opportunities to progress towards greater autonomy.
- Feedback on coaching delivery, communication, and decision-making.
- Defined boundaries for independent practice.
- A development pathway towards IQF Level 4 Practitioner capability.

Criteria to Avoid

For this role type, employers should normally avoid requiring:

- A full degree as essential unless the salary and responsibilities justify this.

- Advanced certification as essential.
- Extensive independent practitioner experience.
- Responsibility for full programme design without appropriate support.
- Management responsibility for other staff.

TEMPLATE 03

Assistant Strength & Conditioning Coach / Practitioner

IQF Level 4 · Practitioner

TYPICAL IQF CLASSIFICATION

IQF Level 4 Practitioner

This role is suitable where the practitioner is expected to make independent decisions within a defined scope, with access to senior support.

Associated IUSCA IQF Certification

IUSCA IQF Level 4 Certified Strength and Conditioning Practitioner

Recommended Advert Wording

Essential: IUSCA IQF Level 4 Practitioner, or equivalent recognised professional certification.

Desirable: Working towards IUSCA IQF Level 6 Accredited International Strength and Conditioning Practitioner, aISCP, or equivalent, where the role includes increasing autonomy, programme design responsibility, or interdisciplinary working.

Suggested Role Title

- Assistant Strength and Conditioning Coach / Practitioner
- Assistant Athletic Development Coach
- Strength and Conditioning Practitioner
- Academy Strength and Conditioning Coach / Practitioner
- Assistant Physical Performance Coach

Role Purpose

The Assistant Strength and Conditioning Coach will contribute to the planning, delivery, monitoring, and evaluation of strength and conditioning services for assigned athletes, teams, or groups.

The post holder will operate with defined responsibility and will be expected to make appropriate decisions within their scope of practice. They will be able to justify training decisions in relation to intended outcomes, athlete needs, programme objectives, and relevant evidence.

Reporting Line**Reports to:**

- Lead Strength and Conditioning Coach / Practitioner
- Senior Strength and Conditioning Coach / Practitioner
- Head of Strength and Conditioning
- Performance Manager

Key Responsibilities

The post holder may be expected to:

- Deliver strength and conditioning sessions for assigned athletes, teams, or groups.
- Plan and adapt training sessions within an agreed programme framework.
- Contribute to the design of individual and group training programmes.
- Coach safe and effective exercise technique across relevant training methods.
- Monitor athlete response to training and adjust sessions within agreed parameters.
- Assist with physical testing, profiling, and athlete monitoring.
- Maintain accurate records of training, attendance, testing, and athlete progress.
- Communicate with coaches, athletes, medical staff, sport scientists, and other relevant professionals.
- Contribute to return-to-training and return-to-performance processes under appropriate guidance.
- Support interns, placement students, or junior assistants where appropriate.
- Participate in departmental review, CPD, and quality improvement processes.
- Uphold safeguarding, welfare, equality, and professional conduct standards.

Essential Criteria

Applicants should normally demonstrate:

- Current enrolment on a relevant undergraduate degree, vocational qualification, or professional development pathway.
- IUSCA IQF Level 4 Practitioner, or equivalent recognised professional certification.
- Applied experience delivering strength and conditioning in a relevant setting.
- Ability to plan and deliver safe, effective, and outcome-focused training sessions.
- Understanding of training principles, adaptation, movement competency, and athlete development.
- Ability to interpret basic athlete monitoring and testing information.
- Clear communication and professional interpersonal skills.
- Commitment to ethical practice, athlete welfare, safeguarding, and continuing professional development.

Desirable Criteria

- Progression towards IUSCA IQF Level 6 Accredited International Strength and Conditioning Practitioner, aISCP, or equivalent.
- Experience working with the relevant sport, population, or performance level.
- Experience supporting interdisciplinary practice.
- Experience mentoring interns or placement students.
- First aid qualification.
- Postgraduate study, where relevant to the role scope.
- Experience with performance technology, monitoring systems, or data management.

Supervision and Autonomy

The post holder should be able to operate independently within agreed role boundaries. They should have access to senior practitioner support for complex cases, interdisciplinary decisions, injury-related decisions, and situations outside their scope of practice.

Criteria to Avoid

For this role type, employers should normally avoid requiring:

- A full degree as essential unless the role includes responsibilities beyond defined-scope practice.
- Advanced certification where the role is not sufficiently autonomous or complex.

- High-level interdisciplinary or strategic responsibility without appropriate seniority and salary.
- Several years of experience if the role is presented as an entry or assistant-level post.

TEMPLATE 04

Strength & Conditioning Practitioner / Coach

IQF Level 4 – 6

TYPICAL IQF CLASSIFICATION

IQF Level 4 to Level 6

This role may sit at Level 4 where the practitioner operates independently within a defined scope. It may sit at Level 6 where the practitioner holds full professional accountability for programme design, evaluation, athlete outcomes, and applied decision-making across a more complex caseload.

Associated IUSCA IQF Certification

IUSCA IQF Level 4 Practitioner for defined-scope practitioner roles.

IUSCA IQF Level 6 Accredited International Strength and Conditioning Practitioner, aISCP for autonomous practitioner roles requiring degree-level knowledge, independent programme design, and full professional accountability.

Recommended Advert Wording

For Level 4-aligned roles — Essential: IUSCA IQF Level 4 Practitioner, or equivalent recognised professional certification.

For Level 6-aligned roles — Essential: IUSCA IQF Level 6 Accredited International Strength and Conditioning Practitioner, aISCP, or equivalent recognised professional certification.

Suggested Role Title

- Strength and Conditioning Coach
- Strength and Conditioning Practitioner
- Athletic Development Coach
- Physical Preparation Coach
- Performance Coach

Role Purpose

The Strength and Conditioning Practitioner will design, deliver, monitor, and evaluate evidence-informed physical preparation programmes for assigned athletes, teams, or clients.

The post holder will be responsible for translating performance needs, athlete profiles, and contextual demands into appropriate training interventions. They will be expected to make defensible decisions, adapt practice in response to feedback, and contribute to the ongoing development of the performance environment.

Reporting Line**Reports to:**

- Lead Strength and Conditioning Coach / Practitioner
- Head of Strength and Conditioning
- Performance Director

- Head Coach or Programme Director, depending on organisational structure

Key Responsibilities

The post holder may be expected to:

- Design and deliver strength and conditioning programmes for assigned athletes, teams, or clients.
- Conduct needs analysis and physical profiling.
- Interpret relevant testing, monitoring, and performance data.
- Adapt training plans in response to athlete response, competition demands, injury status, training phase, and wider contextual factors.
- Coach strength, power, speed, agility, conditioning, mobility, and movement development as appropriate to the population.
- Collaborate with coaches, medical staff, sport scientists, nutritionists, psychologists, and other professionals.
- Support return-to-training and return-to-performance processes within scope and in collaboration with medical staff.
- Maintain clear records of training plans, testing outcomes, athlete progression, and programme review.
- Contribute to departmental planning, review, CPD, and service improvement.
- Support interns, assistants, or junior staff where appropriate.
- Uphold safeguarding, welfare, ethics, equality, and professional conduct standards.

Essential Criteria

For Level 4-aligned roles, applicants should normally demonstrate:

- Holds a vocational qualification, or equivalent professional experience appropriate to the role, and working towards a relevant degree.
- IUSCA IQF Level 4 Practitioner, or equivalent recognised professional certification.
- Applied experience designing and delivering S&C programmes within a defined scope.
- Ability to justify training decisions using principles, evidence, and intended outcomes.
- Understanding of athlete monitoring, testing, adaptation, and programme review.
- Ability to work collaboratively with coaches and support staff.

For Level 6-aligned roles, applicants should normally demonstrate:

- Relevant undergraduate degree.
- IUSCA IQF Level 6 Accredited International Strength and Conditioning Practitioner, aISCP, or equivalent recognised professional certification.
- Evidence of autonomous programme design and evaluation.
- Ability to integrate multiple sources of evidence and act under incomplete information.
- Experience managing a defined caseload, sport programme, or athlete cohort.
- Ability to adapt decisions under complexity and uncertainty.

Desirable Criteria

- Relevant master's degree, particularly where the role approaches IQF Level 7 responsibilities.
- Experience in the relevant sport, sector, or population.
- Experience contributing to interdisciplinary case reviews.
- Experience mentoring junior staff.
- Research literacy and ability to translate evidence into practice.
- Specialist knowledge relevant to the population, such as youth development, para sport, female athlete support, tactical populations, rehabilitation, or elite performance.

Autonomy and Accountability

This role should clearly state whether the practitioner is operating within a defined programme framework or whether they hold full professional accountability for programme design, monitoring, and outcomes.

This distinction is important because it may determine whether the role is classified at IQF Level 4 or IQF Level 6.

Criteria to Avoid

Employers should avoid combining Level 6 responsibilities with Level 4 salary, status, or support. For example, a role requiring autonomous programme design, interdisciplinary decision-making, and responsibility for athlete outcomes should not be advertised as a low-paid assistant post.

TEMPLATE 05

Autonomous S&C Coach / Lead Sport S&C Coach / Practitioner

IQF Level 6 · Scientific Practitioner

TYPICAL IQF CLASSIFICATION

IQF Level 6 Scientific Practitioner

This role is suitable where the practitioner holds full professional accountability for a defined sport, team, cohort, academy group, school programme, or client population.

Associated IUSCA IQF Certification

IUSCA IQF Level 6 Accredited International Strength and Conditioning Practitioner, aISCP

Recommended Advert Wording

Essential: IUSCA IQF Level 6 Accredited International Strength and Conditioning Practitioner, aISCP, or equivalent recognised professional certification.

Desirable: Working towards IUSCA IQF Level 7 Accredited International Strength and Conditioning Practitioner, aISCP*^m, or equivalent, where the role includes senior, lead, or interdisciplinary responsibility.

Suggested Role Title

- Strength and Conditioning Coach / Practitioner
- Lead Sport Strength and Conditioning Coach / Practitioner
- Strength and Conditioning Coach, Assigned Sport
- Performance Support Practitioner
- Academy Physical Performance Coach

Role Purpose

The Autonomous Strength and Conditioning Coach will lead the design, delivery, monitoring, and evaluation of strength and conditioning provision for an assigned athlete group, team, sport, or programme.

The post holder will be expected to operate as a scientific practitioner, using evidence, first principles, athlete data, coach feedback, and contextual understanding to develop and refine training interventions. The role requires independent judgement, professional accountability, and the ability to act effectively under uncertainty.

Reporting Line**Reports to:**

- Head of Strength and Conditioning
- Lead Performance Coach
- Performance Director
- Head of Performance Services
- Director of Sport
- Performance Manager

Key Responsibilities

The post holder may be expected to:

- Lead strength and conditioning provision for assigned athletes, teams, or programmes.
- Conduct needs analysis and develop annual, termly, seasonal, or phase-based physical preparation plans.
- Design, deliver, monitor, and adapt training programmes.
- Integrate strength, power, speed, conditioning, movement, recovery, and return-to-performance considerations.
- Interpret athlete monitoring, testing, screening, wellness, workload, and performance data.
- Make programme decisions under conditions of incomplete information.
- Collaborate with coaches, medical staff, sport scientists, analysts, nutritionists, psychologists, and other specialists.
- Contribute to interdisciplinary case management and return-to-performance planning.
- Evaluate programme effectiveness and revise practice based on outcomes.
- Support the education of athletes, coaches, interns, and junior staff.
- Maintain professional records and contribute to departmental reporting.
- Contribute to the development of internal systems, resources, and service standards.
- Uphold athlete welfare, safeguarding, professional ethics, and evidence-informed practice.

Essential Criteria

Applicants should normally demonstrate:

- Relevant undergraduate degree.
- IUSCA IQF Level 6 Accredited International Strength and Conditioning Practitioner, aISCP, or equivalent recognised professional certification.
- Applied experience in autonomous strength and conditioning practice.
- Evidence of independent programme design, delivery, evaluation, and adaptation.
- Ability to interpret and integrate multiple sources of evidence.
- Experience working with athletes, teams, or populations relevant to the role.
- Ability to make defensible decisions under complexity and uncertainty.
- Strong communication skills and ability to work within an interdisciplinary environment.
- Commitment to continuing professional development, athlete welfare, safeguarding, and ethical practice.

Desirable Criteria

- Relevant master's degree.
- Working towards IUSCA IQF Level 7 Accredited International Strength and Conditioning Practitioner, aISCP*^m, or equivalent.
- Experience leading provision for a sport, cohort, academy group, or performance programme.
- Experience mentoring interns, assistants, or junior practitioners.
- Experience contributing to research, innovation, or applied performance projects.
- Specialist knowledge relevant to the role population.

Autonomy and Accountability

This role carries full professional accountability for the assigned area of practice. The practitioner should have access to senior support, but should not rely on constant supervision for routine programme design, athlete monitoring, or applied decision-making.

Criteria to Avoid

For this role type, employers should avoid:

- Advertising the role as assistant-level if the practitioner holds autonomous responsibility.
- Failing to recognise degree-level professional capability.
- Requiring advanced certification without providing appropriate salary, status, or responsibility.
- Omitting salary or FTE information.

TEMPLATE 06

Senior Strength & Conditioning Coach / Practitioner

IQF Level 6 – 7

TYPICAL IQF CLASSIFICATION

IQF Level 6 to Level 7

This role may sit at Level 6 where the seniority relates to experience and autonomous practice within a defined area. It may sit at Level 7 where the practitioner is responsible for leading other practitioners, shaping systems, managing interdisciplinary complexity, or influencing decision quality across a department.

Associated IUSCA IQF Certification

IUSCA IQF Level 6 Accredited International Strength and Conditioning Practitioner, aISCP for senior autonomous practitioner roles.

IUSCA IQF Level 7 Accredited International Strength and Conditioning Practitioner, aISCP*m for advanced senior roles involving master's-level knowledge, staff development, interdisciplinary responsibility, system development, or responsibility for others' decision quality.

Recommended Advert Wording

Level 6-aligned senior roles — Essential: IUSCA IQF Level 6 Accredited International Strength and Conditioning Practitioner, aISCP, or equivalent recognised professional certification.

Level 7-aligned senior roles — Essential or desirable depending on role scope: IUSCA IQF Level 7 Accredited International Strength and Conditioning Practitioner, aISCP*m, or equivalent recognised professional certification.

Suggested Role Title

- Senior Strength and Conditioning Coach / Practitioner
- Senior Athletic Development Coach
- Senior Physical Performance Coach
- Senior Performance Support Practitioner

Role Purpose

The Senior Strength and Conditioning Coach will provide advanced strength and conditioning support to athletes, teams, or programmes, while contributing to the leadership, development, and quality assurance of the wider service.

The post holder will be expected to demonstrate advanced professional judgement, support the development of other practitioners, contribute to interdisciplinary decision-making, and improve the systems through which strength and conditioning provision is delivered.

Reporting Line**Reports to:**

- Head of Strength and Conditioning
- Performance Director

- Head of Performance Services
- Director of Sport
- Director of Athletic Development

May supervise:

- Assistant S&C Coaches
- Graduate Assistants
- Interns
- Placement Coaches
- Assigned practitioners

Key Responsibilities

The post holder may be expected to:

- Lead S&C provision for assigned high-performance athletes, teams, or programmes.
- Design and evaluate complex physical preparation programmes.
- Manage competing short-term and long-term performance priorities.
- Contribute to interdisciplinary planning and case review.
- Support return-to-training and return-to-performance decisions.
- Mentor, supervise, and develop junior practitioners.
- Review coaching quality, programme quality, and practitioner decision-making.
- Contribute to departmental planning, professional standards, and service development.
- Develop resources, processes, and systems that improve practice quality.
- Interpret and integrate performance, monitoring, medical, coaching, and contextual information.
- Contribute to recruitment, induction, supervision, and development of interns or assistants where appropriate.
- Promote a professional culture of reflection, review, evidence-informed practice, and athlete-centred decision-making.
- Uphold safeguarding, welfare, ethics, and professional standards.

Essential Criteria

For Level 6-aligned senior roles, applicants should normally demonstrate:

- Relevant undergraduate degree.
- IUSCA IQF Level 6 Accredited International Strength and Conditioning Practitioner, aISCP, or equivalent recognised professional certification.
- Significant applied experience in autonomous S&C practice.
- Evidence of programme leadership for athletes, teams, or cohorts.
- Ability to interpret evidence and data in complex applied contexts.
- Experience contributing to interdisciplinary practice.
- Ability to mentor or support junior staff.

For Level 7-aligned senior roles, applicants should normally demonstrate:

- Relevant master's degree.
- IUSCA IQF Level 7 Accredited International Strength and Conditioning Practitioner, aISCP*m, or equivalent recognised professional certification.
- Evidence of advanced practice, leadership, and system-level contribution.
- Experience shaping practice across teams, disciplines, or departments.
- Ability to review, challenge, and improve decision-making processes.

- Ability to manage complex trade-offs and second-order consequences.

Desirable Criteria

- Experience in elite, professional, national, academy, institute, or high-performance environments.
- Experience managing staff or leading practitioner development.
- Experience developing departmental standards, frameworks, or review processes.
- Evidence of applied research, publication, conference presentation, or professional contribution.
- Experience working across multiple sports or interdisciplinary teams.

Leadership Expectations

This role should clearly state whether the post holder is expected to:

- Mentor others.
- Supervise staff.
- Lead an area of service delivery.
- Shape systems or processes.
- Hold responsibility for the quality of others' practice.

Where these expectations are present, the role should be graded and remunerated accordingly.

Criteria to Avoid

Employers should avoid advertising a senior role that includes leadership, mentoring, interdisciplinary responsibility, and system development while offering a salary or status equivalent to an early-career practitioner role.

TEMPLATE 07

Lead Strength & Conditioning Coach / Practitioner

IQF Level 7 · Advanced Scientific Practitioner

TYPICAL IQF CLASSIFICATION

IQF Level 7 Advanced Scientific Practitioner

This role is suitable where the practitioner leads S&C provision across a team, department, academy, club, institute, or multi-sport environment.

Associated IUSCA IQF Certification

IUSCA IQF Level 7 Accredited International Strength and Conditioning Practitioner, aISCP*m

Recommended Advert Wording

Essential: IUSCA IQF Level 7 Accredited International Strength and Conditioning Practitioner, aISCP*m, or equivalent recognised professional certification.

Desirable: IUSCA IQF Level 8 Master International Strength and Conditioning Practitioner, mISCP, or equivalent recognised senior professional distinction, where the role includes strategic leadership, governance, professional standards, or wider organisational influence.

Suggested Role Title

- Lead Strength and Conditioning Coach / Practitioner
- Lead Athletic Development Coach
- Lead Physical Performance Coach
- Head of Athletic Development
- Lead Performance Practitioner

Role Purpose

The Lead Strength and Conditioning Coach will lead the planning, delivery, evaluation, and development of strength and conditioning provision across a defined performance environment.

The post holder will be responsible for ensuring that S&C practice is coherent, evidence-informed, athlete-centred, and aligned with organisational objectives. The role requires advanced professional judgement, leadership of practitioners, management of complexity, and responsibility for the quality of decision-making across the service.

Reporting Line**Reports to:**

- Head of Performance
- Director of Performance
- Director of Sport
- Head of Performance Services
- Athletic Director
- Senior Leadership Team member

May supervise:

- Senior S&C Coaches
- S&C Practitioners
- Assistant Coaches
- Graduate Assistants
- Interns
- Placement Students

Key Responsibilities

The post holder may be expected to:

- Lead S&C strategy for the assigned department, programme, sport, academy, or organisation.
- Establish and review S&C standards, systems, and operating procedures.
- Lead the design, implementation, and evaluation of physical preparation programmes.
- Manage staff allocation, supervision, mentoring, and professional development.
- Ensure quality assurance across coaching delivery and programme design.
- Lead interdisciplinary collaboration with coaching, medical, sport science, nutrition, psychology, analysis, and welfare staff.
- Contribute to long-term athlete development, performance planning, and return-to-performance strategy.
- Review programme effectiveness using evidence, data, feedback, and applied outcomes.
- Manage complex trade-offs between performance, availability, development, health, and competition demands.
- Develop systems that support reflection, review, learning, and error correction.
- Contribute to recruitment, induction, appraisal, and continuing professional development.
- Represent the S&C function in performance meetings, planning processes, and organisational reviews.
- Uphold safeguarding, welfare, professional ethics, and evidence-informed practice.

Essential Criteria

Applicants should normally demonstrate:

- Relevant master's degree.
- IUSCA IQF Level 7 Accredited International Strength and Conditioning Practitioner, aISCP*^m, or equivalent recognised professional certification.
- Significant experience in autonomous and senior S&C practice.
- Evidence of leading S&C provision across a team, department, or programme.
- Experience supervising, mentoring, or developing other practitioners.
- Ability to manage complex interdisciplinary environments.
- Ability to use evidence, data, and professional judgement to shape practice.
- Experience designing and evaluating systems, processes, or standards.
- Strong communication, leadership, and stakeholder management skills.
- Commitment to athlete welfare, safeguarding, ethical practice, and continuing professional development.

Desirable Criteria

- Progression towards IUSCA IQF Level 8 Master International Strength and Conditioning Practitioner, mISCP, or equivalent.
- Experience in professional sport, elite sport, national governing bodies, institutes, academies, or high-performance environments.

- Evidence of contribution to professional practice through education, research, publication, conference delivery, mentoring, or sector leadership.
- Experience managing budgets, staff workloads, or service planning.
- Experience contributing to organisational strategy.

Strategic and Leadership Expectations

This role should include recognition of:

- Staff leadership.
- Departmental planning.
- Interdisciplinary responsibility.
- Quality assurance.
- Professional standards.
- System-level decision-making.
- Responsibility for the decision quality of others.

Criteria to Avoid

Employers should avoid listing this role as a mid-level coach position if it includes department-wide leadership, staff supervision, or responsibility for systems and standards.

TEMPLATE 08

Head of Strength & Conditioning

IQF Level 7 – 8

TYPICAL IQF CLASSIFICATION

IQF Level 7 to Level 8

This role may sit at Level 7 where the post holder leads S&C provision within an organisation or department. It may sit at Level 8 where the role includes strategic leadership, governance, policy influence, field-level contribution, or responsibility for long-term organisational standards.

Associated IUSCA IQF Certification

****IUSCA IQF Level 7 Accredited International Strength and Conditioning Practitioner, aISCP**** for head of department roles involving advanced practice, master's-level knowledge, staff leadership, and system responsibility.

IUSCA IQF Level 8 Master International Strength and Conditioning Practitioner, mISCP for roles involving strategic leadership, governance, standards, professional influence, or organisation-level responsibility.

Recommended Advert Wording

Level 7-aligned roles — Essential: IUSCA IQF Level 7 Accredited International Strength and Conditioning Practitioner, aISCP*m, or equivalent recognised professional certification.

Level 8-aligned roles — Essential or desirable depending on role scope: IUSCA IQF Level 8 Master International Strength and Conditioning Practitioner, mISCP, or equivalent recognised senior professional distinction.

Suggested Role Title

- Head of Strength and Conditioning
- Head of Athletic Development
- Head of Physical Performance
- Head of Performance Support
- Head of Strength and Conditioning Services

Role Purpose

The Head of Strength and Conditioning will provide strategic and operational leadership for strength and conditioning provision across the organisation.

The post holder will be responsible for setting direction, leading staff, establishing standards, ensuring service quality, supporting interdisciplinary integration, and contributing to long-term athlete development and performance outcomes.

The role requires advanced or master-level professional judgement, the ability to lead systems and people, and responsibility for shaping the conditions in which high-quality practice occurs.

Reporting Line**Reports to:**

- Director of Performance

- Director of Sport
- Athletic Director
- Chief Operating Officer
- Senior Leadership Team
- National Performance Director

May supervise:

- Lead S&C Coaches
- Senior S&C Coaches
- S&C Practitioners
- Graduate Assistants
- Interns
- Performance support staff, depending on organisational structure

Key Responsibilities

The post holder may be expected to:

- Set the strategic direction for S&C provision.
- Lead and manage the S&C department or service.
- Establish professional standards, systems, policies, and review processes.
- Ensure quality and consistency of S&C practice across athletes, teams, or programmes.
- Lead staff recruitment, induction, supervision, appraisal, and development.
- Support senior practitioners in complex decision-making.
- Contribute to interdisciplinary performance strategy.
- Align S&C provision with organisational objectives, coaching philosophy, medical provision, athlete development, and performance planning.
- Develop systems for athlete monitoring, programme review, risk management, and professional learning.
- Manage departmental resources, equipment, budgets, and operational planning where applicable.
- Contribute to organisational governance, welfare, safeguarding, and duty of care.
- Represent the S&C department in senior planning and performance review meetings.
- Lead innovation, CPD, and continuous improvement.
- Ensure that practice remains evidence-informed, open to review, and professionally accountable.

Essential Criteria

For Level 7-aligned roles, applicants should normally demonstrate:

- Relevant master's degree.
- IUSCA IQF Level 7 Accredited International Strength and Conditioning Practitioner, aISCP*^m, or equivalent recognised professional certification.
- Extensive experience in senior strength and conditioning practice.
- Evidence of leading practitioners, programmes, or departments.
- Experience managing interdisciplinary complexity.
- Ability to develop systems, standards, and quality assurance processes.
- Strong leadership, communication, and stakeholder management skills.

For Level 8-aligned roles, applicants should normally demonstrate:

- IUSCA IQF Level 8 Master International Strength and Conditioning Practitioner, mISCP, or equivalent recognised senior professional distinction.

- Evidence of strategic leadership in S&C, performance, education, governance, or professional standards.
- Significant contribution to the development of practitioners, systems, organisations, or the wider profession.
- Ability to shape policy, standards, governance, or long-term organisational direction.
- Evidence of field-level influence, such as professional leadership, education, publications, conference delivery, standards work, or sector contribution.

Desirable Criteria

- Doctoral qualification or advanced professional study.
- Experience in elite, professional, national, Olympic, institute, academy, or high-performance environments.
- Experience managing multidisciplinary or interdisciplinary performance teams.
- Experience managing budgets and departmental planning.
- Evidence of research translation, applied innovation, education, mentoring, or professional contribution.
- Experience contributing to policy, governance, or professional standards.

Strategic Expectations

This role should include explicit recognition of:

- Departmental or organisational leadership.
- Staff management.
- Professional standards.
- Quality assurance.
- Interdisciplinary integration.
- Strategic planning.
- Resource management.
- Long-term athlete development.
- Governance or policy responsibility where applicable.

Criteria to Avoid

Employers should avoid requiring Level 8-type contribution while offering only operational-level salary, authority, or status.

A Head of S&C role with responsibility for staff, systems, standards, and organisational performance should be recognised as a senior professional leadership role.

TEMPLATE 09

Director of Performance / Athletic Development

IQF Level 8 · Master Practitioner / Thought Leader

TYPICAL IQF CLASSIFICATION

IQF Level 8 Master Practitioner / Thought Leader

This role is suitable for the highest professional leadership positions where the post holder shapes performance strategy, systems, governance, professional standards, and organisational direction.

Associated IUSCA IQF Certification

IUSCA IQF Level 8 Master International Strength and Conditioning Practitioner, mISCP

Recommended Advert Wording

Essential: IUSCA IQF Level 8 Master International Strength and Conditioning Practitioner, mISCP, or equivalent recognised senior professional distinction.

Where the role is broader than S&C — Essential: Senior professional recognition appropriate to the role scope, such as IUSCA IQF Level 8 Master International Strength and Conditioning Practitioner, mISCP, or equivalent recognised distinction in strength and conditioning, performance sport, sport science, or related professional practice.

Suggested Role Title

- Director of Performance
- Director of Athletic Development
- Director of Physical Performance
- Director of Performance Services
- High Performance Director
- National Performance Lead
- Performance Strategy Director

Role Purpose

The Director of Performance will provide senior strategic leadership for performance systems, people, practice, and organisational direction.

The post holder will be responsible for creating the conditions in which high-quality, evidence-informed, ethical, and effective performance practice can occur. The role requires advanced strategic judgement, governance awareness, leadership of complex systems, and responsibility for long-term professional and organisational consequences.

The post holder may lead multiple departments or functions, including strength and conditioning, sport science, medical services, performance analysis, nutrition, psychology, recovery, athlete development, education, or welfare, depending on the organisation.

Reporting Line

Reports to:

- Chief Executive Officer
- Athletic Director
- Director of Sport
- Board or Executive Team
- National Governing Body Leadership
- Club Executive Leadership

May supervise:

- Head of S&C
- Head of Sport Science
- Head of Medical
- Head of Performance Analysis
- Head of Nutrition
- Head of Psychology
- Performance Managers
- Senior practitioners and department leads

Key Responsibilities

The post holder may be expected to:

- Set and lead the organisation's performance strategy.
- Align performance services with organisational mission, athlete development, competition demands, and long-term outcomes.
- Lead and develop senior performance staff.
- Establish standards, systems, governance processes, and accountability structures.
- Ensure high-quality interdisciplinary collaboration.
- Oversee performance planning, athlete development, practitioner development, and departmental integration.
- Manage complex organisational trade-offs involving performance, welfare, resource allocation, risk, availability, and long-term development.
- Lead strategic review of performance systems and outcomes.
- Ensure that performance practice is evidence-informed, ethically grounded, and open to scrutiny.
- Support a culture of learning, reflection, error correction, and professional accountability.
- Represent the organisation externally in performance, professional, academic, or governance contexts.
- Contribute to policy, standards, education, or sector development where appropriate.
- Manage budgets, resources, staffing structures, and strategic partnerships.
- Advise senior leadership or governing bodies on performance-related decisions.

Essential Criteria

Applicants should normally demonstrate:

- IUSCA IQF Level 8 Master International Strength and Conditioning Practitioner, mISCP, or equivalent recognised senior professional distinction.
- Extensive senior leadership experience in strength and conditioning, performance sport, athletic development, sport science, or high-performance environments.
- Evidence of strategic leadership across teams, departments, organisations, or systems.
- Evidence of contribution to professional standards, education, mentoring, governance, research translation, or sector development.
- Ability to lead complex interdisciplinary systems.

- Ability to manage uncertainty, competing values, and long-term consequences.
- Strong governance, communication, and senior stakeholder management skills.
- Commitment to athlete welfare, ethical practice, scientific integrity, and professional accountability.

Desirable Criteria

- Relevant master's degree, doctoral qualification, or senior professional qualification.
- Previous experience as Head of S&C, Head of Performance, Director of Performance, or equivalent.
- Experience in professional sport, Olympic or Paralympic sport, national governing bodies, institutes, clubs, academies, or international performance environments.
- Evidence of publication, conference contribution, standards development, policy development, or professional leadership.
- Experience managing significant budgets, teams, facilities, or multi-site services.
- Experience in organisational change, governance, or strategic transformation.

Strategic Expectations

This role should recognise:

- Executive-level responsibility.
- Multi-system leadership.
- Governance.
- Standards.
- Long-term organisational impact.
- Senior staff development.
- Professional contribution.
- Scientific integrity.
- Policy or strategy influence.

Criteria to Avoid

Employers should avoid presenting this role as a purely operational coaching position.

A Director of Performance role should recognise leadership, governance, strategic judgement, system design, and long-term responsibility.

TEMPLATE 10

School / Academy Athletic Development Coach

IQF Level 4 – 6

TYPICAL IQF CLASSIFICATION

IQF Level 4 to Level 6

This role may sit at Level 4 where the practitioner works within a defined curriculum or programme framework. It may sit at Level 6 where the practitioner independently designs, evaluates, and leads athletic development provision across a school, academy, or youth pathway.

Associated IUSCA IQF Certification

IUSCA IQF Level 4 Practitioner for defined-scope delivery and programme support roles.

IUSCA IQF Level 6 Accredited International Strength and Conditioning Practitioner, aISCP for autonomous youth athletic development roles requiring degree-level knowledge, independent programme design, monitoring, and responsibility for athlete development outcomes.

Recommended Advert Wording

For defined-scope roles — Essential: IUSCA IQF Level 4 Practitioner, or equivalent recognised professional certification.

For autonomous programme leadership roles — Essential: IUSCA IQF Level 6 Accredited International Strength and Conditioning Practitioner, aISCP, or equivalent recognised professional certification.

Suggested Role Title

- School Athletic Development Coach
- Academy Strength and Conditioning Coach
- Youth Athletic Development Coach
- Physical Development Coach
- School Strength and Conditioning Practitioner

Role Purpose

The School or Academy Athletic Development Coach will support the physical development, movement competency, training literacy, and long-term athletic development of young athletes or students.

The role should prioritise safe, age-appropriate, developmentally appropriate, and educationally sound practice. It should integrate physical development with welfare, safeguarding, coaching, and broader student or athlete development.

Reporting Line**Reports to:**

- Head of Athletic Development
- Director of Sport
- Head of Performance

- Academy Manager
- Head of Physical Education
- Lead S&C Coach

Key Responsibilities

The post holder may be expected to:

- Deliver age-appropriate strength and conditioning or athletic development sessions.
- Design or support physical development programmes aligned to maturation, training age, sport demands, and educational context.
- Coach movement competency, strength, speed, power, conditioning, mobility, and injury risk reduction activities.
- Support physical literacy and positive training habits.
- Monitor student or athlete development using appropriate methods.
- Communicate with coaches, teachers, parents, medical staff, and welfare staff where appropriate.
- Support return-to-training processes in collaboration with medical or welfare professionals.
- Promote safe training environments and positive athlete development.
- Contribute to curriculum, academy pathway, or long-term athlete development planning.
- Maintain accurate records and comply with safeguarding requirements.
- Educate students or athletes on training principles, recovery, and self-management.

Essential Criteria

For Level 4-aligned roles, applicants should normally demonstrate:

- Vocational qualification, or equivalent experience appropriate to the role.
- IUSCA IQF Level 4 Practitioner, or equivalent recognised professional certification.
- Experience delivering physical development sessions to youth, school, academy, or developing athletes.
- Understanding of growth, maturation, movement development, and safe coaching practice.
- Strong communication skills with young people and staff.
- Safeguarding knowledge and commitment to welfare.

For Level 6-aligned roles, applicants should normally demonstrate:

- Relevant undergraduate degree.
- IUSCA IQF Level 6 Accredited International Strength and Conditioning Practitioner, aISCP, or equivalent recognised professional certification.
- Experience designing, leading, and evaluating youth athletic development programmes.
- Ability to integrate evidence, development principles, context, and athlete needs.
- Experience working with coaches, teachers, parents, and interdisciplinary staff.

Desirable Criteria

- Relevant master's degree for senior or pathway leadership roles.
- Experience in school, academy, club, or talent pathway environments.
- Experience with maturation monitoring or youth development frameworks.
- Teaching, coaching, or education qualification.
- First aid qualification.
- Experience mentoring assistants, interns, or coaches.

Safeguarding and Welfare Expectations

This role should explicitly include safeguarding, duty of care, youth development, and age-appropriate practice.

Where the role involves children or young people, professional competence must include welfare, communication, ethical practice, and developmental appropriateness.

Criteria to Avoid

Employers should avoid requiring high-level qualifications while offering a low-paid or casual role with broad responsibility for youth athlete development.

TEMPLATE 11

Private Sector Strength & Conditioning Practitioner

IQF Level 4 – 6

TYPICAL IQF CLASSIFICATION

IQF Level 4 to Level 6

This role may sit at Level 4 where the practitioner delivers defined-scope coaching within an established service. It may sit at Level 6 where the practitioner independently assesses, programmes, monitors, and manages client outcomes.

Associated IUSCA IQF Certification

IUSCA IQF Level 4 Practitioner for defined-scope coaching roles.

IUSCA IQF Level 6 Accredited International Strength and Conditioning Practitioner, aISCP for autonomous practitioner roles requiring degree-level knowledge, independent needs analysis, programme design, monitoring, and responsibility for client or athlete outcomes.

Recommended Advert Wording

For defined-scope delivery roles — Essential: IUSCA IQF Level 4 Practitioner, or equivalent recognised professional certification.

For autonomous practitioner roles — Essential: IUSCA IQF Level 6 Accredited International Strength and Conditioning Practitioner, aISCP, or equivalent recognised professional certification.

Suggested Role Title

- Strength and Conditioning Practitioner
- Performance Coach
- Athletic Development Coach
- Physical Preparation Coach
- Private Sector S&C Coach
- Training Facility Performance Coach

Role Purpose

The Private Sector Strength and Conditioning Practitioner will deliver high-quality physical preparation services to athletes, teams, clients, or members within a private facility or consultancy environment.

The role may include assessment, programme design, coaching, monitoring, client communication, education, and contribution to the development of facility standards and services.

Reporting Line

Reports to:

- Facility Director
- Head of Performance
- Lead Strength and Conditioning Coach

- Clinic Director
- Business Owner

Key Responsibilities

The post holder may be expected to:

- Assess client or athlete needs and develop appropriate training plans.
- Deliver individual, small-group, or team-based S&C sessions.
- Coach movement competency, strength, power, speed, conditioning, mobility, and return-to-training progressions within scope.
- Monitor progress and adjust programmes based on client response.
- Maintain accurate client records.
- Communicate professionally with clients, parents, coaches, medical professionals, or external stakeholders.
- Contribute to service quality, facility standards, and client education.
- Support marketing, workshops, education, or community activities where appropriate and agreed.
- Work within professional boundaries and refer to appropriate professionals where required.
- Uphold safeguarding, welfare, confidentiality, and professional conduct standards.

Essential Criteria

For Level 4-aligned roles, applicants should normally demonstrate:

- IUSCA IQF Level 4 Practitioner, or equivalent recognised professional certification.
- Relevant applied coaching experience.
- Ability to deliver safe and effective sessions.
- Understanding of needs analysis, training principles, and programme adaptation.
- Professional communication and client care skills.

For Level 6-aligned roles, applicants should normally demonstrate:

- Relevant undergraduate degree.
- IUSCA IQF Level 6 Accredited International Strength and Conditioning Practitioner, aISCP, or equivalent recognised professional certification.
- Experience independently assessing, programming, monitoring, and managing athlete or client outcomes.
- Ability to make evidence-informed decisions under uncertainty.
- Ability to manage a diverse caseload.

Desirable Criteria

- Relevant master's degree.
- Experience with the target population, such as youth athletes, team sport athletes, endurance athletes, combat athletes, tactical populations, or general population clients.
- Business, communication, or client management experience.
- First aid qualification.
- Experience collaborating with physiotherapists, sports therapists, nutritionists, or coaches.
- Evidence of CPD, mentoring, or professional contribution.

Professional Boundaries

This role should clearly define whether the practitioner is expected to work with injured clients, return-to-training cases, youth athletes, or specialist populations.

Where additional risk or complexity is present, the role should require appropriate competence, support, and referral systems.

Criteria to Avoid

Employers should avoid combining sales, coaching, rehabilitation, management, and programme leadership responsibilities without clearly recognising the required level of competence, support, and remuneration.

TEMPLATE 12

Strength & Conditioning Consultant

IQF Level 6 – 8

TYPICAL IQF CLASSIFICATION

IQF Level 6 to Level 8

This role may vary significantly depending on scope. It may sit at Level 6 where the consultant provides specialist support to a defined athlete group or organisation. It may sit at Level 7 or 8 where the consultant shapes systems, advises leaders, develops frameworks, or influences organisational or professional standards.

Associated IUSCA IQF Certification

IUSCA IQF Level 6 Accredited International Strength and Conditioning Practitioner, aISCP for applied consultancy within a defined area of practice.

****IUSCA IQF Level 7 Accredited International Strength and Conditioning Practitioner, aISCP*m**** for advanced consultancy involving master's-level knowledge, system review, interdisciplinary work, practitioner development, or complex organisational practice.

IUSCA IQF Level 8 Master International Strength and Conditioning Practitioner, mISCP for strategic consultancy involving governance, standards, policy, professional frameworks, organisation-level leadership, or field-level influence.

Recommended Advert Wording

For applied consultancy — Essential: IUSCA IQF Level 6 Accredited International Strength and Conditioning Practitioner, aISCP, or equivalent recognised professional certification.

For advanced consultancy — Essential: IUSCA IQF Level 7 Accredited International Strength and Conditioning Practitioner, aISCP*m, or equivalent recognised professional certification.

For strategic consultancy — Essential: IUSCA IQF Level 8 Master International Strength and Conditioning Practitioner, mISCP, or equivalent recognised senior professional distinction.

Suggested Role Title

- Strength and Conditioning Consultant
- Performance Consultant
- Athletic Development Consultant
- Physical Performance Consultant
- High Performance Consultant
- Strategic Performance Consultant

Role Purpose

The Strength and Conditioning Consultant will provide expert advice, applied support, review, education, or strategic guidance to athletes, teams, organisations, departments, or performance systems.

The role may include programme review, coach education, system design, practitioner mentoring, strategic planning, performance problem-solving, or specialist technical support.

Reporting Line

Reports to or works with:

- Director of Performance
- Head of S&C
- Head Coach
- Senior Leadership Team
- National Governing Body
- Club or organisational leadership
- External client

Key Responsibilities

The consultant may be expected to:

- Assess current practice, systems, structures, or performance needs.
- Provide evidence-informed recommendations.
- Support programme design, review, or refinement.
- Mentor practitioners or coaches.
- Deliver education, workshops, or professional development.
- Advise on performance strategy, staffing, systems, or standards.
- Support complex case review or interdisciplinary decision-making.
- Develop frameworks, resources, policies, or implementation plans.
- Evaluate outcomes and revise recommendations based on feedback.
- Communicate clearly with stakeholders at different levels.
- Work within clear ethical, contractual, and professional boundaries.

Essential Criteria

For Level 6-aligned consultancy, applicants should normally demonstrate:

- Relevant undergraduate degree.
- IUSCA IQF Level 6 Accredited International Strength and Conditioning Practitioner, aISCP, or equivalent recognised professional certification.
- Evidence of autonomous practitioner expertise.
- Ability to assess needs, design interventions, and evaluate outcomes.

For Level 7-aligned consultancy, applicants should normally demonstrate:

- Relevant master's degree.
- IUSCA IQF Level 7 Accredited International Strength and Conditioning Practitioner, aISCP*^m, or equivalent recognised professional certification.
- Evidence of advanced practice, interdisciplinary work, system review, and practitioner development.

For Level 8-aligned consultancy, applicants should normally demonstrate:

- IUSCA IQF Level 8 Master International Strength and Conditioning Practitioner, mISCP, or equivalent senior distinction.
- Evidence of strategic leadership, field-level contribution, governance, standards work, or profession-level influence.
- Ability to advise at organisational, policy, or system level.

Desirable Criteria

- Experience across multiple organisations, countries, sectors, or sports.
- Evidence of publication, conference delivery, education, mentoring, or standards development.
- Experience leading organisational change or service review.
- Experience with governance, policy, accreditation, or professional frameworks.
- Specialist expertise relevant to the consultancy brief.

Scope Clarity

Consultancy roles should define:

- Deliverables.
- Duration.
- Reporting arrangements.
- Decision authority.
- Professional boundaries.
- Whether the consultant is advising, implementing, reviewing, or leading.
- Whether the role includes staff supervision, athlete contact, or strategic responsibility.

Criteria to Avoid

Employers should avoid vague consultancy roles that require expert-level advice without clearly defining scope, authority, fee, duration, deliverables, and accountability.

REFERENCE

Summary Mapping Table

A quick-reference overview of all twelve role templates, their typical IQF classification, the associated IUSCA IQF certification, and recommended advert wording.

Role template	Typical IQF classification	Associated IUSCA IQF certification / recognition	Recommended advert wording
S&C Intern / Placement Coach	Level 2 to 4 developmental	IUSCA IQF Level 2 Instructor, or working towards Level 4	Level 2 desirable, working towards Level 4 desirable
Graduate Assistant S&C Coach	Level 4 developmental	IUSCA IQF Level 4 Practitioner	Level 4 desirable or working towards
Assistant S&C Coach	Level 4	IUSCA IQF Level 4 Practitioner	Level 4 essential
S&C Practitioner / Coach	Level 4 to 6	IUSCA IQF Level 4 Practitioner or Level 6 aISCP	Level 4 or Level 6 depending on autonomy
Autonomous S&C Coach / Lead Sport Coach	Level 6	IUSCA IQF Level 6 aISCP	Level 6 aISCP essential
Senior S&C Coach	Level 6 to 7	IUSCA IQF Level 6 aISCP or Level 7 aISCP*m	Level 6 essential, Level 7 where senior leadership applies
Lead S&C Coach	Level 7	IUSCA IQF Level 7 aISCP*m	Level 7 aISCP*m essential
Head of S&C	Level 7 to 8	IUSCA IQF Level 7 aISCP*m or Level 8 mISCP	Level 7 essential, Level 8 where strategic leadership applies
Director of Performance / Athletic Development	Level 8	IUSCA IQF Level 8 mISCP	Level 8 mISCP essential
School / Academy Athletic Development Coach	Level 4 to 6	IUSCA IQF Level 4 Practitioner or Level 6 aISCP	Level 4 or Level 6 depending on scope
Private Sector S&C Practitioner	Level 4 to 6	IUSCA IQF Level 4 Practitioner or Level 6 aISCP	Level 4 or Level 6 depending on scope
S&C Consultant	Level 6 to 8	IUSCA IQF Level 6 aISCP, Level 7 aISCP*m, or Level 8 mISCP	Level depends on consultancy scope

CLOSING

Final Note

The purpose of these templates is to support role clarity, fair recruitment, and appropriate professional recognition.

Employers should select and adapt the template that most closely reflects the actual role scope. Where a role combines elements from more than one template, the higher level should normally be used if the post holder is expected to carry the autonomy, responsibility, complexity, and accountability associated with that higher level.

The IUSCA IQF classification should always be based on what the practitioner is expected to do, decide, lead, and be accountable for in practice.

The associated IUSCA IQF certification or professional recognition should be used to help employers identify an appropriate level of professional capability. Employers are encouraged to include the relevant IUSCA IQF certification, or equivalent recognised professional certification, within the essential or desirable criteria of the advert.

Classification follows practice. The IUSCA IQF classification should always be based on what the practitioner is expected to do, decide, lead, and be accountable for — not on job title alone.