PATHWAY STRENGTH & CONDITIONING COACH

KENT CRICKET

JOB TITLE: Pathway Strength & Conditioning Coaches

REPORTS TO: Lead Strength & Conditioning Coaches

CONTRACT: Full Time

START DATE: November/December 2026

Summary of Role:
The purpose of this role is to support the physical development of cricketers selected across the Kent Cricket pathway age groups, Emerging Player Programme (EPP) and Academy. The successful candidate will provide high-quality strength and conditioning support, helping to educate players and skills coaches on the importance of physical preparation and the standards of fitness and athletic development expected as players progress towards first-team cricket.

Kent Cricket is looking for a personable and professional coach who is motivated to continue developing their own practice. The successful candidate will enjoy hands-on coaching in both individual and group environments and will be comfortable adapting to the demands of a fast-moving and often fluid professional cricket setting.

This is a challenging and exciting opportunity within professional cricket, working with a diverse athlete population and supporting both player development and elite performance.

The successful candidate will contribute to the club's high-performance culture and ambition for success across all formats of the game.

The Pathway Strength and conditioning coach will work closely with the Science and Medicine team, coaches and wider support staff to foster a unified team environment while maintaining high standards of performance, professionalism and behaviour. Depending on experience, there will be opportunities to support First XI and gain exposure to the demands of the professional game at the highest level.

Background:
Kent Cricket is one of only 18 first-class county cricket clubs in England and Wales. From our headquarters at The Spitfire Ground, St Lawrence in Canterbury, and with a satellite ground at The County Ground, Beckenham, we are responsible for the growth and development of all cricket across Kent and our four London Boroughs of Bexley, Bromley, Greenwich and Lewisham - from community and schools' cricket to the professional game.

Equality Statement:
Kent Cricket recognises the positive value of diversity, promotes equality and challenges discrimination. We're passionate about creating an inclusive workplace that promotes and values diversity. Companies that are diverse in age, gender identity, race, sexual orientation, physical or mental ability, ethnicity and perspective are proven to be better companies. More importantly, creating an environment where everyone, from any background, can do their best work, is the right thing to do and we therefore encourage applicants from diverse areas to apply

Principal Duties & Responsibilities

- Ensure high-quality Strength and Conditioning provision across the Academy and age-group pathway.
- Lead, plan and deliver Strength and Conditioning as part of an interdisciplinary support team, providing individualised programmes for each member of the Academy and EPP groups.
- Design, facilitate and deliver physical development sessions for the Academy, EPP, Fast Bowling Group and age-group pathway squads.
- Plan and lead regular pre-season, in-season and off-season physical testing.
- Lead warm-ups and pre-game preparation, and implement appropriate recovery strategies for home Second XI, Academy and U18 matches.
- Maintain a database of work for each Academy and EPP player to formally monitor and review individual workloads using a range of monitoring methods.
- Work alongside the Physiotherapy team and contribute to the management, conditioning and rehabilitation of injured players.
- Contribute to annual Strength and Conditioning and medical team objectives, as agreed and identified through the County Partnership Agreement (CPA).
- Assist with First XI gym and field-based sessions where required and appropriate.

- Undertake appropriate continuing professional development to remain current with best practice.

Working Relationships/Stakeholders:

- Head of Talent Pathway
- Talent Pathway Performance Manager
- Lead Strength and Conditioning Coach
- Director of Sport Science and Clinical Services
- Physiotherapists (First XI / Academy)
- First XI Coaches

Skills, Knowledge and Experience:

Essential:

- Bachelor's degree in Sports Science, Strength and Conditioning, or a closely related discipline.
- UKSCA accreditation, or clear evidence of actively working towards accreditation.
- 0–2 years' experience working in Strength and Conditioning, ideally including youth athletes.
- Strong practical coaching skills and confidence delivering both individual and group sessions.
- Excellent interpersonal and communication skills, with the ability to build positive relationships with developing athletes, coaches and support staff.
- Ability to problem-solve, organise workload and adapt effectively to changing situations.

Desirable:

- 2+ years' experience working with youth athletes
- Experience working with senior professional athletes
- Experience working in Strength and Conditioning within elite cricket
- A good understanding of the physical demands of cricket and long-term athletic development

Personal Attributes:

- Personable, professional and committed to high standards of behaviour
- Enjoys hands-on coaching and supporting athlete development
- High levels of initiative and self-direction
- A positive attitude, with focus, drive and a willingness to learn
- Able to work collaboratively as part of an interdisciplinary team and contribute to the wider success of the Club

Personal Specifications:

- Legal entitlement to work in the United Kingdom. The Club is unable to offer visa sponsorship for this role.
- Full valid UK driving license and car
- ECB Disclosure and Barring Service (DBS) check
- First Aid in Sport and Basic Life Support qualifications
- Safeguarding children certification

Salary & Benefits:

- £25,000 salary
- £1,000 annual CPD allowance
- Private Healthcare
- Pension Scheme
- 30 days annual leave, including bank and public holidays

How To Apply:

Please submit your CV by emailing jobs@kentcricket.co.uk with the subject heading “Pathway Strength and Conditioning Coach”.

- In no more than 300 words, outline your philosophy for the physical development of young cricketers and describe one practical example of how you have applied this approach in a coaching environment and please explain how your approach would contribute to the development of Kent Cricket pathway players.
- Names and contact details for two referees. Referees will not be contacted until the role has been offered to you.

Closing Date: 17:00 on Friday 6th November 2026

We request that applicants submit materials that accurately and authentically represent their own professional experience and personal philosophy. The Club places significant value on originality, and applications that appear to be predominantly or clearly generated through artificial intelligence may not be considered favourably during the assessment process.

The appointment will be subject to satisfactory references, relevant Right to Work information being provided and DBS clearance.

Safeguarding Statement:

Kent Cricket is committed to safeguarding and protecting children, young people and adults in cricket and we expect all employees to share this commitment. All posts are subject to a process of vetting with references taken up and, where the role involves working in Regulated Activity with children or adults, we require a current ECB DBS with relevant barred list check.

If you are invited for interview, as this role is exempt from the Rehabilitation of Offenders Act 1974 (Exceptions) (Amendment) Order 2023, you will be required to declare all spent and unspent convictions and cautions, but not any that are protected or filtered. Please note it is an offence to apply for this role if you are barred from engaging in Regulated Activity with children or adults.

Candidates invited to interview should note that we may conduct online searches as part of pre-recruitment checks. If invited for interview, you will be required to complete a self-declaration form.

Having a criminal record will not necessarily prevent you from working with us; this will depend on the nature and circumstances of the offence. Kent Cricket complies with the DBS Code of Practice and a copy is available on request.