



VOLLEYBALL ENGLAND ROLE DESCRIPTION – S&C TALENT ZONE CONSULTANT

JOB TITLE:	S&C Talent Zone Consultant
REPORTS TO:	Indoor Performance Director
BASED AT:	Home working, with some travel to attend camps when needed
FEE:	£5,000 to £6,000, to be agreed
TERM:	Fixed term for a year (with scope to extend if successful)

ROLE PURPOSE

Volleyball England is seeking an experienced Strength & Conditioning consultant to design a practical, evidence-based Youth Physical Development Programme for athletes entering the Talent Zones.

The programme should develop stronger, faster and more athletic volleyball players by improving their movement quality, jumping and landing mechanics, and physical robustness.

The programme must be simple enough to be delivered and monitored consistently by the Talent Zone volleyball staff who are not S&C specialists, whilst proving an engaging programme that athletes can follow at home between camps.

The longer-term aim is that athletes who progress to the England U18 squads should possess significantly better movement competency, athleticism and physical resilience than previous generations.

THE WHY

International competitions place significant physical demands on athletes. England's pathway athletes often demonstrate good technical potential but are physically less developed than many of the nations they compete against, particularly when facing international competitors.

This becomes increasingly evident during tournaments involving multiple matches over consecutive days. The athlete's physical capacity, movement efficiently and robustness become limiting factors to their volleyball performance levels.

Volleyball England's ambition is to establish the physical foundations required to support long term athlete development through out the England pathway.

SCOPE

Design a national physical development programme for athletes entering the Talent Zones, (initial athletes born in 2012 and 2013). The programme will:

- Develop excellent movement competency and volleyball biomechanics.
- Place an emphasis on jumping, landing and deceleration mechanics.
- Develop strength, speed, coordination, balance and athleticism.
- Recognise that coordination and strength develop together and should be integrated throughout the program.
- Prepare athletes for the physical demands of the England U18 squads.
- Be appropriate for the athletes experiencing different stages of growth and maturation.
- Create a consistent approach that can be delivered across all four Talent Zones.
- Requires minimal equipment i.e. home-based.

PROGRAMME REQUIREMENTS

The consultant should design a program that:

- Covers a 24-month rolling period. In year 1 all athletes to complete year 1, in year 2 the older athletes will move up, the younger athletes will progress into year 2 with a new intake of year 1s.
- Use six to seven Talent Zone camps each year for progress review and coaching.
- Provide structured home training between camps.
- Use minimal equipment suitable for home environments such as body weight, TheraBands, kettlebells or slam balls.
- Include clear progressions appropriate for the athletes at different stages of development.
- Be suitable for athletes that have little-to-no previous S&C experience.
- Complement volleyball training rather than replacing it.
- Can be integrated into volleyball sessions where appropriate, whilst recognising this is not simply a warm-up programme.

The consultant should consider how the program adapts to the athlete's maturation rather than their chronological age, include methods for monitoring growth and guiding progression.

DELIVERABLES

Physical Programme

- 12-month physical development curriculum. This could be broken into two groups (one per year group).
- Progressive monthly training plans.
- Structured home-based training programme.
- Camp session plans for coach reviews of progress.

Resources

- Exercise library.
- Video demos for home delivery.
- Coaching cue and teaching pointers.
- Progress and regressions for each exercise.

Coach resource

- Coach delivery guide.
- Guidance to support consistent delivery i.e. vocabulary.

Athlete and parent resource

- Athlete online handbook – done in collaboration.
- Parental intro guide, purpose and their role.
- Expectations.

Monitoring and progression

Recommend an appropriate framework for:

- Monitoring athlete competition and progression.
- Consider biological maturation and growth.
- Progress over multiple years.
- Support coaches in identifying when athletes are ready to progress.
- Be simple enough for no S&C specialist coaches to deliver confidently.

TIMESCALES

This is a multi-year journey, not a 12-month programme.

KEY STAKEHOLDERS

- Athletes
- Parents
- Talent Zone Coaches
- Volleyball England

BUDGET

Circa £5,000 to 6,000. Please note that, as a consultant delivering a project, this will not include a pension or employment contract, and the consultant must complete their own tax return with HMRC.

TO APPLY

To apply for this position, please submit a short brief to talent@volleyballengland.org. It should be a maximum of one side of A4 and contain your initial thoughts on how you would implement the rollout of this programme.

DEADLINE

Sunday 30th August 2026.

INTERVIEW

Interviews/pitch will be held online during the week commencing 7th September to allow ideas to be presented in more detail and for Volleyball England to ask questions.

IMPLEMENTATION DATE

Due to the nature of this role, Volleyball England is keen to get this project started as soon as possible.

AN EQUAL OPPORTUNITIES EMPLOYER

Volleyball England has an equity policy and is committed to equal opportunities. The equity policy can be found on www.volleyballengland.org.

Volleyball England is committed to best practice in the care of children and as such this post may be subject to a Disclosure and Barring Service (DBS) check. The child protection policy can be found on www.volleyballengland.org.

This role description is not exhaustive. It is intended as an outline indication of the areas of activity and will be amended in the light of the changing needs of the company.