



JOB DESCRIPTION

BJJ Head Coach

Physical Lead : Sessional : September 2026

Urban Ronin CIC : Leicester (Location to be announced)

ROLE AT A GLANCE

Organisation	Urban Ronin CIC : Registered Community Interest Company
Role Title	BJJ Head Coach
Role Type	Physical Lead : Sessional
Rate	£100-£150 per session (Dependant on skills and experience) (15 delivery sessions + graduation at half session)
Commitment	15 weekly sessions September to December 2026 + graduation January 2027
Location	Leicester (location to be announced)
Project End	February 2027 (data analysis and reporting)
Status	Filled : Expression of interest welcome for future cohorts
Reporting To	Psychology Lead (DSL)
DBS Required	Enhanced DBS with Children's Barred List : mandatory

JOB SUMMARY

About the Role

Urban Ronin CIC is looking for expressions of interest from experienced BJJ coaches for our September 2026 pilot and future programme cohorts. We are building a register of coaches who share our values and approach.

Urban Ronin CIC is not a sports provision. We are a psychologically planned intervention for young people in Years 7 to 9 at risk of school exclusion. The BJJ Head Coach is the physical lead of that intervention. Your block does not just teach Jiu-Jitsu. It builds trait regulation, distress tolerance and impulse control in young people for whom explosive response is the default.



This is not a technical coaching role that happens to involve vulnerable young people. It is a relational role that happens to involve BJJ. The technical coaching matters. The relationship matters more. You drill alongside participants. You model the virtues. You are in the session for the whole session, every session.

The tap is a structural consent mechanism and a daily practice in tolerating discomfort without explosive response. For a cohort whose default is fight or flight, learning to tap early is a measurable milestone in emotional regulation.

ABOUT URBAN RONIN CIC

The Programme

Urban Ronin CIC delivers a 16-week programme integrating three blocks: Strength and Conditioning, Therapeutic Group Work, and Brazilian Jiu-Jitsu. These are sequenced around five interlocking clinical constructs: Relationships, State Regulation, Trait Regulation, Reflection, and Reintegration.

The programme is grounded in Haigh's (2013) therapeutic community quintessences and draws on peer-reviewed evidence across neurobiological, psychological and criminological domains. The BJJ block specifically addresses Trait Regulation: cumulative emotional regulation capacity built through controlled adversity under a consent-based, traumainformed framework.

Where operationally and safeguarding requirements allow, all staff participate across all three programme blocks. Shared physical endeavour is the primary trust-building mechanism. This is a programme principle, not a scheduling convenience.

MAIN DUTIES

Key Responsibilities

BJJ Delivery

- Plan and deliver the BJJ block: 50 minutes, every session, consent-based, no-gi, trauma-informed
- Establish and hold the tap rule as absolute from Session 1: no exceptions, no negotiation
- Assign all participant pairings for positional and live work: never leave pairing to chance with this cohort
- Manage the sparring card progression framework: live rolling is earned through demonstrated standards, not assumed
- Drill alongside participants in every session: shared physical endeavour is the mechanism, not an optional extra



- Monitor participant state during physical contact work continuously: spot the signs of escalation before they become incidents
- Progress the technical curriculum across the 16-week arc from foundational positions through to supervised live work

Relational Culture

- Participate across the S&C and group work blocks alongside the cohort as required
- Model the seven virtues of the Urban Ronin Code: Rectitude, Courage, Benevolence, Respect, Honesty, Honour, Loyalty. By action, not instruction
- Attend and contribute to the arrival check-in and session close every session without exception
- Be the kind of adult this cohort has rarely encountered: consistent, boundaried, present, non-reactive

Safeguarding and Governance

- Report all safeguarding concerns to the DSL (Psychology Lead) immediately: no exceptions, no informal resolutions
- Maintain confidentiality in accordance with Urban Ronin CIC's Data Protection and GDPR Policy
- Participate in reflective practice and team supervision as required
- Complete all mandatory compliance requirements before first delivery session
- Maintain UKBJJA instructor licence and safeguarding compliance throughout the programme

PERSON SPECIFICATION

Who We Are Looking For

Qualifications and Technical Standard

Essential	Desirable
<ul style="list-style-type: none">• Minimum BJJ brown belt graded by a recognised academy• UKBJJA instructor licence or willingness to obtain before delivery• First Aid certificate: in-person EFAW minimum (online not accepted)	<ul style="list-style-type: none">• BJJ black belt• Additional grappling background: wrestling, judo, sambo• Experience coaching in a structured group setting• NHS, care, youth work or community background



Experience and Knowledge

Essential	Desirable
<ul style="list-style-type: none"> • Experience coaching BJJ or grappling to mixed ability groups • Ability to remain calm and non-reactive in dynamic, high-pressure environments • Understanding of safeguarding responsibilities when working with children • Ability to build consistent, genuine rapport with disengaged young people 	<ul style="list-style-type: none"> • Experience working with SEMH, excluded or at-risk young people • Understanding of trauma-informed physical activity principles • Experience of reflective practice and clinical supervision • Interest in the evidence base for BJJ as a therapeutic mechanism

Skills and Abilities

- Non-reactive under pressure: this is non-negotiable with this cohort
- Ability to hold structure and boundaries while remaining warm and consistent
- Technical coaching precision: able to break down complex positions for complete beginners
- Physical fitness to participate alongside participants across a full session
- Good verbal communication: able to brief and debrief clearly with a multidisciplinary team
- Commitment to reflective practice and ongoing professional development

BEFORE FIRST DELIVERY SESSION

Mandatory Requirements

The following must be in place before the first delivery session. Urban Ronin CIC cannot offer a start date until all requirements are confirmed.

Enhanced DBS	Enhanced Disclosure and Barring Service check with Children's Barred List : Urban Ronin CIC will facilitate
First Aid	Emergency First Aid at Work (EFAW) : in-person qualification. Online first aid is not accepted.
UKBJJA Licence	UKBJJA instructor licence and safeguarding link training completed before delivery begins
Safeguarding Training	Safeguarding in Sport (High Speed Training online : provided free of charge)
Safer Recruitment	Completion of Urban Ronin CIC safer recruitment process including reference verification and employment history check
Induction	Urban Ronin CIC programme induction: programme framework, clinical protocols, Urban Ronin Code



WHAT WE OFFER

Working at Urban Ronin CIC

Urban Ronin CIC is built on a principle of fair pay from day one. All rates are benchmarked against NHS AfC scales and UK freelance market data. We do not ask anyone to work for goodwill or exposure.

Rate	££100-150 per session (dependant on experience and qualifications): 15 delivery sessions + graduation at half rate
UKBJJA	UKBJJA instructor licence funded by Urban Ronin CIC
Supervision	Clinical supervision from HCPC-registered Forensic Psychologist throughout the programme
Reflective Practice	Structured team reflective practice across the pilot
CPD	Supervised exposure to therapeutic community model, traumainformed practice and forensic psychology-led AP delivery
Reference	Professional reference on completion of pilot
Publication	Named acknowledgement if pilot findings are published (subject to consent)

This is a pilot programme. Our intention is to build a sustainable staff team and expand to additional school sites. The BJJ Head Coach role is expected to continue and grow if the pilot evaluation supports programme continuation.

SAFEGUARDING

Our Commitment to Safeguarding

Urban Ronin CIC is committed to safeguarding and promoting the welfare of children and young people. All posts are subject to an Enhanced DBS check with Children's Barred List check. References will be sought and verified before any appointment is confirmed.

This organisation follows safer recruitment procedures aligned with Keeping Children Safe in Education 2025 and Working Together to Safeguard Children 2026. The Designated Safeguarding Lead is an HCPC-registered Senior Forensic Psychologist.

HOW TO APPLY



Expression of Interest

This role is currently filled for the September 2026 pilot. To register an expression of interest for future cohorts, please send the following to info@urbanronin.co.uk:

- A current CV including full BJJ and coaching history
- A brief note on why Urban Ronin and why this cohort
- Your current belt grade, academy affiliation and UKBJJA status

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info@urbanronin.co.uk

www.urbanronin.co.uk

Community Interest Company : Registered in England and Wales : Leicester, UK