



## JOB DESCRIPTION

# S&C Lead

Physiological Lead · Sessional · September 2026

Urban Ronin CIC, Leicester

## ROLE AT A GLANCE

Organisation	Urban Ronin CIC — Registered Community Interest Company
Role Title	S&C Lead
Role Type	Physiological Lead — Sessional
Rate	£100 per session (16 sessions)
Commitment	16 weekly sessions, September–December 2026
Location	Leicester
Project End	February 2027 (data analysis and reporting)
Status	Actively Recruiting
Reporting To	Psychology Lead (DSL)
DBS Required	Enhanced DBS with Children's Barred List — mandatory

## JOB SUMMARY

## About the Role

An exciting opportunity has arisen for a qualified strength and conditioning practitioner to join the Urban Ronin CIC delivery team as S&C Lead for our September 2026 pilot programme at Brockington College, Leicester.

Urban Ronin CIC is not a sports provision. We are a psychologically planned intervention for young people in Years 7–9 at risk of school exclusion. The S&C Lead is the physiological engine of that intervention; your block opens every session, and what you do in those 40 minutes determines whether the group work and BJJ that follow can actually land.

The neurobiological mechanism is straightforward: structured physical activity at the right intensity triggers brain chemistry changes that reduce stress hormones and activate the parts of the brain responsible for focus, memory and emotional control. This is not warm-up. It is the clinical precondition for everything that follows.



This role requires someone who understands not just exercise programming but why the sequence matters. You will work alongside an HCPC-registered Senior Forensic Psychologist, a UKBJJA-certified BJJ Head Coach, and a small cohort of 6–8 young people who have been failed by conventional school provision. The work is relational as much as it is physical.

Urban Ronin intervenes at Year 8 where escalation is underway and permanent exclusion has not yet occurred. Every member of the delivery team is part of that intervention — including the S&C Lead.

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## ABOUT URBAN RONIN CIC

# The Programme

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Urban Ronin CIC delivers a 16-week psychologically planned programme integrating three blocks; Strength & Conditioning, Therapeutic Group Work, and Brazilian Jiu-Jitsu. Sequenced around four interlocking clinical constructs: Relationships, State Regulation, Trait Regulation, Reflection, and Reintegration.

The programme is structured around Haigh's (2013) therapeutic community quintessences — attachment, containment, communication, inclusion and agency — and is grounded in peer-reviewed evidence across neurobiological, psychological and criminological domains. Pilot findings will be submitted for peer-reviewed academic publication.

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

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## MAIN DUTIES

# Key Responsibilities

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## Session Delivery

- Plan and deliver the S&C block — 40 minutes, every session — as a neurobiological regulation protocol, not a fitness class
- Programme progressive loading appropriate to mixed ability, age (Years 7–9) and the emotional readiness of the cohort on any given day
- Monitor physical readiness at check-in and adapt session intensity accordingly — a young person presenting in crisis is not a warm-up candidate
- Maintain equipment safety checks before and after each session



- Attend and contribute to the arrival check-in and session close-out every session without exception

### Relational Culture

- Participate across the group work and BJJ blocks alongside the cohort — this is not optional; it is the mechanism by which trust is built
- Model the seven virtues of the Urban Ronin Code — Rectitude, Courage, Benevolence, Respect, Honesty, Honour, Loyalty — by action, not instruction
- Contribute to the relational culture of the session throughout — not just during the S&C block
- Engage meaningfully in the community meeting as a participant, not an observer

### Safeguarding & 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

### Programme Development

- Contribute to session planning and debrief with the full delivery team
- Participate in outcome data collection at T0, T8 and T16 as directed by the Psychology Lead
- Support the evaluation framework by maintaining accurate session records

## PERSON SPECIFICATION

## Who We Are Looking For

### Education and Qualifications

Essential	Desirable
<ul style="list-style-type: none"> <li>• Level 3 Personal Trainer qualification minimum</li> <li>• First Aid certificate — in-person EFAW minimum (online not accepted)</li> <li>• Appropriate PLI covering outreach, youth and working in education settings</li> </ul>	<ul style="list-style-type: none"> <li>• Level 4 S&amp;C qualification or equivalent</li> <li>• Degree in Sport Science, Exercise Science or related field</li> </ul>

### Experience and Knowledge

Essential	Desirable



- Experience programming for young people or mixed-ability groups
- Experience working in community, school, youth or alternative provision settings
- Ability to build consistent, genuine rapport with disengaged young people
- Understanding of safeguarding responsibilities when working with children
- Experience or active participation in martial arts, combat sports or grappling
- Understanding of trauma-informed physical activity principles (TIPA)
- Experience working with SEMH, EHC, excluded or at-risk young people
- Interest in or experience of reflective practice and clinical supervision

### Skills and Abilities

- Ability to adapt session intensity and content in real time based on cohort readiness
- Strong verbal communication — able to brief and debrief clearly with a multidisciplinary team
- Non-reactive under pressure — essential when working with dysregulated young people
- Ability to participate physically across all three programme blocks as required
- Commitment to reflective practice and ongoing professional development
- Good written skills for session records and safeguarding documentation

### 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. Post-grant award timing will determine exact onboarding dates.

<b>Enhanced DBS</b>	Enhanced Disclosure and Barring Service check with Children's Barred List — Urban Ronin CIC will facilitate
<b>Safeguarding Training</b>	Safeguarding in Sport (High Speed Training online — provided free of charge)
<b>First Aid</b>	Emergency First Aid at Work (EFAW) — in-person qualification. Online first aid is not accepted.
<b>PLI Insurance</b>	Public liability insurance cover for youth coaching — Urban Ronin CIC will advise on requirements
<b>Safer Recruitment</b>	Completion of Urban Ronin CIC safer recruitment process including reference verification and employment history check
<b>Induction</b>	Urban Ronin CIC programme induction — programme framework, safeguarding 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 per session — 16 sessions
Supervision	Clinical supervision from HCPC-registered Forensic Psychologist throughout the programme
Reflective Practice	Structured team reflective practice across the pilot
CPD	Exposure to trauma-informed practice, therapeutic community model, 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 that grows with the organisation. The S&C Lead role is expected to continue 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.

Appointment to this role is subject to satisfactory completion of all safer recruitment requirements. Urban Ronin CIC operates a single central record in compliance with statutory requirements.

## HOW TO APPLY Application



To apply for the S&C Lead role, please send the following to [info@urbanronin.co.uk](mailto:info@urbanronin.co.uk):

- A current CV including full employment history with dates
- A covering letter of no more than one page explaining why this role and why Urban Ronin
- Details of two professional referees (referees will not be contacted without your prior consent)

**URBANRONINCIC**

[info@urbanronin.co.uk](mailto:info@urbanronin.co.uk)

[www.urbanronin.co.uk](http://www.urbanronin.co.uk)

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