BASES
The British Association of Sport and Exercise Sciences

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The British Association of Sport and Exercise Sciences

A Guide To Careers

In Sport and Exercise Sciences

Which Course?

Career Opportunities

Career Profiles

Finding a Job

Career Development

New Updated Edition

Free to download at **www.bases.org.uk**

The British Association of Sport and Exercise Sciences: Promoting excellence in sport and exercise sciences

BASES is *the* UK professional body for all those with an interest in the science of sport and exercise. BASES was founded in September 1984 in order to be able to speak with one powerful voice about sport and exercise sciences in the UK.

BASES has worked in association with Human Kinetics to develop this Careers Guide for prospective and current sport and exercise science students. The guide provides information about choosing courses, a comprehensive overview of the careers that you may pursue after graduation and information on finding a job and managing your career.

Many institutions offer courses in sport and exercise and it can be a daunting process trying to narrow down your choice to the final five on your UCAS form. We hope that this guide makes that decision less confusing by highlighting the important points to consider when choosing a sport and exercise science course.

This guide also highlights common career paths that sport and exercise science graduates may follow. Furthermore, it provides a realistic overview of each of the careers, as well as profiles written by graduates, which aim to give you an insight into what you need to do to get your dream job.

We hope that this guide will answer some of the most frequently asked questions about careers in sport and exercise science and that it will help you to shape your career path for the future.

BASES
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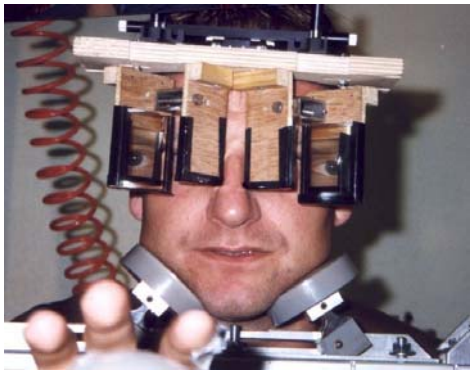
www.bases.org.uk



Sport and exercise science is the application of scientific principles to the promotion, maintenance and enhancement of sport and exercise related behaviours. It is fast becoming one of the most popular subjects to study at both undergraduate and postgraduate level. The British Association of Sport and Exercise Sciences (BASES) is *the* recognised professional body for promoting sport and exercise sciences in the UK. BASES represents UK sport and exercise science interests nationally and internationally, promotes careers and consultancy, organises conferences and workshops and maintains professional standards through a system of Accreditation.

Appropriate undergraduate sport and exercise science degrees will be based around three aspects of science – physiology, biomechanics and psychology. This is because a graduate would be expected to have a broad knowledge base covering all three aspects and interdisciplinary approaches.

Biomechanics: an examination of the causes and consequences of human movement and the interaction of the body with apparatus or equipment through the application of mechanical principles.

Physiology: the branch of the biological sciences that is concerned with the way that the body responds to exercise and training.

Psychology: the branch of sport and exercise science that seeks to provide answers to questions about human behaviour and mental processes in sport and exercise settings.

Interdisciplinary: involves seeking to contribute to the body of knowledge or solve a real-world problem in sport or exercise using two or more disciplines in an integrated fashion from the outset.

Postgraduate study is becoming increasingly popular as it provides greater specialisation in one or more specific aspects of sport and exercise science. Postgraduate programmes in sport and exercise science tend to fall into one of two major categories: taught programmes or research programmes. If you are thinking of embarking on postgraduate study, then it is important to investigate the different options to find the programme that suits you best.

A Level Courses

In order to get on to a degree course in sport and exercise science you need to have appropriate qualifications. For many students this means the traditional route of GCSEs and A Levels at school or college. When choosing what to study at A Level you should think carefully about your future courses/career. You can take specific A Levels, for example in Sport and Physical Education or in Sport Studies. However, more general science subjects such as Biology may keep more options open for you. You should also think about what grades you are likely to achieve in your chosen subjects.

You should think about the sort of courses/universities you want to apply for BEFORE making your A Level choices. A look at the UCAS website or university websites will show you what sort of subjects and grades are usually required. Your teachers or career advisers should also be able to offer advice and help.

Some people do not choose the classic A Level route. Alternative qualifications (see table below) can be an advantage for those who want more vocational (job related) skills and experience. Each of these is a qualification in its own right, that can be used to get jobs within the sport and exercise industry, or you can carry on to the next level of study. They are often available for part-time study by people already working within the industry. Before you select a course check carefully that this will be suitable to gain entry to the degree course you are interested in.

The NVQ Framework Outlining Pre-Degree Level Qualifications

NVQ Framework Level	GCSE / A Level Qualifications	BTEC Qualifications
Level 1 Foundation	GCSE grades D - G	
Level 2 Intermediate	GCSE Grades A* - C	BTEC First Certificate/First Diploma
Level 3 Advanced	'AS' and 'A2' Levels	BTEC National Diploma/National Award
Level 4		BTEC Higher National Diploma (HND) BTEC Higher National Certificate (HNC) Foundation Degree (FD)

BTEC First Certificate / First Diploma

(1 year full-time). You will usually need 1 or 2 GCSEs grade C or above to start these courses. The course is equivalent to GCSE level and can be progressed to a BTEC national diploma.

BTEC National Diploma / National Award

(2 years full-time). To start one of these courses you will usually need 4 GCSEs grade C or above or a BTEC first diploma. The qualification can be progressed to a BTEC HND or used to get entry to the first year of a degree course. Typical titles include "Sport Performance and Excellence" and "Sport Development and Fitness."

BTEC Higher National Diploma (HND) / BTEC Higher National Certificate (HNC)

(2 years full-time). You will usually need a relevant BTEC national diploma or relevant GCSE passes and 60-80 UCAS points at A2 level. HNC/HND courses are offered by further education colleges and by some universities. Typical titles include "Sport and Exercise Sciences" and "Sport and Leisure Management." From a HND you can progress to degree level study. In some cases you can transfer straight into the second year of a degree course.

Foundation Degrees

(2 years full-time). A foundation degree includes a mixture of traditional degree level teaching and learning and "work based learning", where you undertake work placements with an appropriate employer. You will usually need an A2 Level or equivalent. Typical titles include "Sport Science" and "Health Related Exercise and Fitness." All foundation degrees offer the chance to "top-up" to a full honours degree by further study.

Moving on to Degree Level Study

You can progress to the first year of a degree course from A2 Level or BTEC national diploma courses. Successful completion of a foundation degree or HND may also enable you to progress on to a degree programme. Some foundation degree and HND courses have formal links to a specific degree course that guarantees you a place if you achieve certain grades. This may allow you to enter directly into year 2 or 3 of the degree rather than having to start at year 1. Ask about any such arrangements before you choose your foundation degree/HND course.

Useful Websites

BASES Course Finder www.bases.org.uk/Courses

Edexcel www.edexcel.org.uk *(Edexcel regulates BTEC qualifications)*

Universities and Colleges Admissions Service (UCAS) www.ucas.ac.uk

With so many courses available it is important that you consider which would be the best for you. To help you with this decision, the following is offered as a guide to the key characteristics to look for in a sport and exercise science degree:

- Is the course endorsed by BASES? BASES assures the appropriateness of the curriculum, resources and opportunities that undergraduate courses offer for training sport and exercise scientists. See the section below and www.bases.org.uk/Undergraduate-Endorsement-Scheme-BUES
- Are all the three aspects of science - physiology, biomechanics and psychology covered, as well as interdisciplinary approaches?
- Are there good laboratory facilities to which you will have access? Check that there is a strong practical skills element to the course. This will help to ensure that you get hands-on experience in the methods used by sport and exercise scientists.
- How many of the staff are accredited by the British Association of Sport and Exercise Sciences (BASES)?
- Check out what active research and community projects exist. Involvement in these projects will allow you the opportunity to gain experiences and skills beyond the formal curriculum. Universities with high ranking research groups will generally publicise this along with their research rating (5* being the top Research Assessment Exercise (RAE) grade awarded in 2001 by the Higher Education Funding Council for England (HEFCE)).
- Does the course provide you with information on the career pathways of its graduates? Most institutions should be able to provide information about where graduates progress after their degrees. Look for institutions that are successful in placing graduates in sport and exercise related occupations.

As with all important decisions, it is advisable to seek as much objective information as possible to support your choice. Look at the reports produced by the Quality Assurance Agency relating to the departments to which you are considering applying.

It is important that you obtain detailed information about the actual content of the courses for which you are thinking of applying. Often courses with the same name have very different content, and equally courses with different names may in fact cover the same material.

Some universities offer discipline-specific programmes of study, for example in the psychology of sport and exercise. These courses tend to provide less breadth of study than traditional sport and exercise science courses. Such specialist courses may, however, appeal to those applicants with a very clear idea of their disciplinary interests and potential career progression. Generally however, a broad understanding of sport and exercise science is best achieved through multidisciplinary study at undergraduate level (i.e. a course that focuses on biomechanics, physiology and psychology). A specialism can then be developed through relevant postgraduate study.

BASES Undergraduate Endorsement Scheme (BUES)

The BASES Undergraduate Endorsement Scheme (BUES) awards endorsement to those sport and exercise related courses that provide undergraduates with the opportunity to develop knowledge and skills that BASES considers essential to enter into the profession; which may be postgraduate study, supervised experience, work in elite sport or in a health environment etc.

What BUES does not aim to evaluate is the quality of the course - this is already done through internal quality assurance mechanisms under the auspices of the QAA. When reviewing a course, BUES will consider the curriculum, practical experience gained by students and resources available. In the first of these areas, courses need to demonstrate that at least 10% of student time is spent in each of the sub-disciplines of biomechanics, physiology and psychology, and that at least half of their total time is spent in these three areas. Courses must also demonstrate that not less than 5% of student time is dedicated to study of an interdisciplinary nature. In addition, the curriculum must include at least 5% of student time devoted to both research methods and to a piece of independent study in the field of sport and exercise science.

The BASES website, www.bases.org.uk, includes a list of courses that have successfully applied for BASES endorsement. For more details visit www.bases.org.uk/Undergraduate-Endorsement-Scheme-BUES

Other Things to Think About

It may seem obvious, but it is worth stressing that if you are interested in the topic of your degree you are more likely to do well in it. Many students studying sport and exercise science do have a strong interest in at least some aspects of the area and this is a big advantage. Conversely, you will not do very well in your course if you are unhappy, so you need to pick an institution that you will enjoy attending. For some this means a city centre location, while others prefer an out of town campus. Find out about the social and sporting facilities available, particularly if you have a specific sport you are very keen to continue. You should also consider housing and other costs and how far you want to be from home. Find out what sort of help and support is available to students who experience problems during their time at university.

Scholarships and Bursaries

A scholarship is awarded to recognise good performance. Most universities will award scholarships based on A' level and academic performance. Sometimes scholarships are also available for excellence in sport performance. Each university should have details of their schemes available on their websites.

Things That Will Help You Decide

Do your research carefully and pick the right course in the right location. Look in detail at what each course offers before making your choices and do not select simply on the course name. Most institutions offer open days, so go along and see what the place and people are like and ask lots of questions.

Applying Through Clearing

Sometimes things do not go to plan and you do not get the grades you needed for your first choice of institution. It is always worth phoning them anyway, as they may still agree to take you. However, if they do not, the UCAS website will list all institutions that still have places. It will also give details of how to apply to formally enter the clearing process. It is important that you do not panic and simply accept the first place that comes along. Check that the course and institution will suit you and, if possible, go to visit and talk to the staff.

Useful Websites

BASES Course Finder www.bases.org.uk/Courses

BASES Endorsed Courses www.bases.org.uk/Undergraduate-Endorsement-Scheme-BUES

BASES Undergraduate Webpage www.bases.org.uk/Undergraduate-Students

Higher Education Funding Council for England (HEFCE) www.hefce.ac.uk

Quality Assurance Agency (QAA) www.QAA.ac.uk

Universities and Colleges Admissions Service (UCAS) www.ucas.ac.uk

One increasingly popular option for sport and exercise science graduates wishing to enhance their employment prospects is to follow a taught Masters programme in sport and exercise science. Whilst the costs involved are considerable (typically in the range of £3,000 to £3,500 for one year's full-time study), the long term returns in both financial and job satisfaction have been shown to be well worth this initial investment.

Most universities will require applicants to have gained at least a 2.1 honours degree and will expect a clear commitment to the area of study. The general expectation is that applicants for postgraduate courses in sport and exercise sciences will be looking to develop an area of specialism based upon a more broad-based, undergraduate degree. Following a Masters programme should enable you to develop this specialist knowledge and skills, adding value to your first degree.

If you have the option of full- or part-time study, then consider carefully which option is better suited to your career intentions. Part-time study can enable you to combine study with existing work commitments, but some flexibility will be required from employers or, if you are self-employed, some adaptation of your normal workload will be needed. Most students, however, choose the full-time option, which normally involves a minimum of 12 months study.

You are advised to check out the research activity (i.e. Research Assessment Exercise (RAE) ratings and other indicators) at your chosen university and also what opportunities are open to Masters students to get involved in such research. Also consider the availability of, and access to, the infrastructure that supports research (e.g. staffing, laboratories, equipment, technicians and other postgraduate students). Most taught Masters programmes will still involve a strong element of independent work in the form of either a research project or some form of professional, work-based placement. Normally this equates to about a third of the overall course (normally 60 credits), so it is well worth researching carefully which option (i.e. taught or research Masters) is better suited to your career aspirations.

It is also worth finding out the number of students recruited to the course each year and the staff student ratio (SSR) that the course provides. Normally, Masters programmes enjoy the benefits of considerably smaller study groups than those at undergraduate level and this, combined with relevant staff and facilities, should provide greater opportunity for either laboratory or career related activity.

Finally, it may be worth researching the nature of assessment used on the course and the opportunity this provides for you to demonstrate the skills expected of a postgraduate sport and exercise scientist. Be prepared for a workload expectation (including contact and non-contact time) that equates to around 40 hours each week for full-time study and for a study period of between 12–18 months.

Useful Website

BASES Postgraduate Webpage www.bases.org.uk/Postgraduate-Students

Finding funding for postgraduate study is a problem for thousands of students. There is no comprehensive funding plan for postgraduate study in this country and most students fund their own studies either through Career Development Loans (CDLs) or by working part time to support their studies.

CDLs are by far the most popular postgraduate loans, although they are primarily designed for vocational courses and unfortunately many postgraduate are not eligible for them. CDLs are available to anyone, whether employed or unemployed, who is over 18 and lives in the UK. Loans from £300 to £8,000 are available to help you fund up to two years' study (three years' study if the course includes work experience). Repayment of a CDL does not begin until one or two months after graduation. The interest on the loan is paid for by the Department for Education and Skills (DfES) while you are still studying and for the month before you start repayments.

Grants do exist and can cover both fees and living expenses but they are highly competitive. Some postgraduate courses that lead to a teaching qualification (e.g. a Postgraduate Certificate of Education) do attract grant support for students, particularly in subject areas where there are teacher shortages.

The average course fee for a full-time, taught Masters programme is approximately £3,000. Living costs also need to be taken into account and you should budget for approximately £8,000 in London and £6,000 elsewhere. Fees for overseas students (normally defined as those students from outside of the European Union studying at a UK university) are generally two to three times higher than those for UK students.

Longer programmes of postgraduate study may be available in some universities leading to the award of a Doctor of Philosophy (i.e. PhD). These normally involve a sustained period of research (typically 3 years of full-time study) and these tend to be offered by the more "research active" universities. Grant-aided support or a bursary are normally offered by the University to support students during their PhD studies. Some teaching duties may also be attached to these PhD bursaries. Part-time study opportunities in sport and exercise science leading to the award of a PhD also exist at most research active UK universities. Part-time study for a PhD typically takes between 6-8 years, so be prepared for a long haul. Studentships, including PhD positions, are listed on www.bases.org.uk.

Useful Websites

Department for Education and Skills (DfES) www.dfes.gov.uk

Funding Opportunities www.researchresearch.com

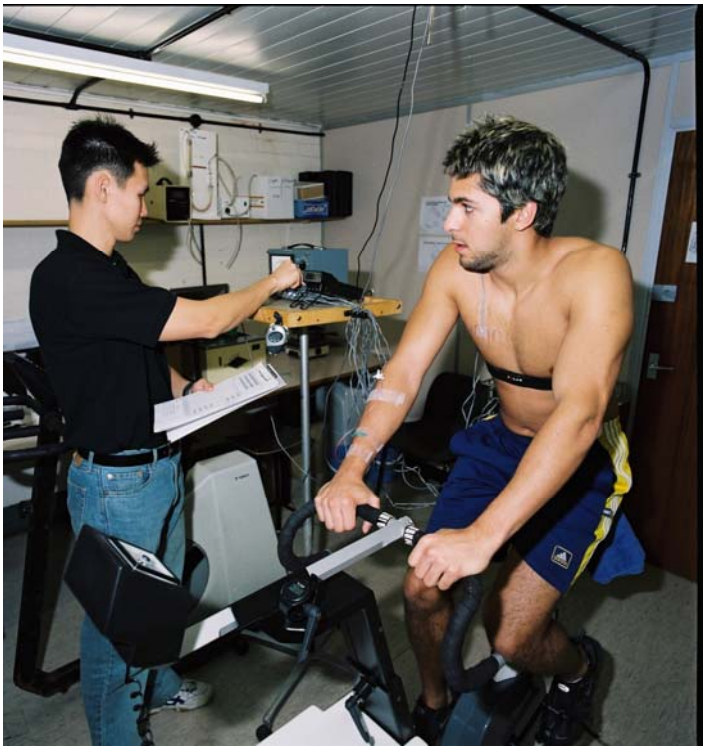
Higher Education and Research Opportunities in the United Kingdom www.hero.ac.uk

Medical Charity Funding www.amrc.org.uk

Prospects www.prospects.ac.uk

The career opportunities available to sport and exercise scientists are expanding all the time and this expansion appears likely to continue for the foreseeable future. Most sports now recognise sports science as an integral part of their sport's development and success and most athletes consider the application of sport science as an important part of everyday training and competition. In relation to exercise, many hospitals and Primary Care Trusts are starting to appoint specialists with exercise backgrounds to work in areas such as cardiac rehabilitation and health promotion. The very fact that the National Health Service (NHS) plan has incorporated physical activity within its national service frameworks highlights both the job opportunities and the increasingly important role played by exercise in maintaining the nation's health.

Despite the increasing number of job opportunities in sport and exercise science, the number of sport and exercise science graduates is also growing, making competition for jobs intense. Therefore, you should take every opportunity to develop yourself whilst at university, by getting involved in activities that will enhance your career prospects.



Most universities should be able to provide you with information on the initial destination of their graduates shortly (i.e., generally 6–12 months) after they complete their degrees. This type of survey of graduate employment provides information on the "first destinations" of graduates and, as such, may not be as reliable as indicators of the longer term career pathway of sport and exercise graduates. Bearing this in mind, recent data suggests that 15–20% of sport and exercise science graduates go on to further study following their first degree with 60–75% finding immediate employment. Unemployment rates of sport and exercise science graduates 12 months after graduation are generally in the region of 5–10% but this is often due to a choice (e.g. a period spent travelling) rather than an inability to find a job.

In terms of the type of job that graduates find, these tend to vary widely depending upon the career aspirations of those involved. Not surprisingly, around 50–60% of sport and exercise graduates enter jobs directly related to their area of study (see the career profiles later in this guide for some of the options available). The remainder tend to use the skills and knowledge they have acquired during their degree and enter the wider job market as graduates with a strong and applied background in human science. Employment opportunities of this type include pharmaceutical companies, major retail companies, and the armed and civil services.

Perhaps of more interest is the information on the career path of graduates 5-10 years after they have completed their degree. This type of information is rare, but suggests the following:

- Graduates remain very complementary about their experiences on their degree course even after several years. The investment of effort, time and money was worthwhile.
- A high percentage (70% in a Manchester Metropolitan University, Cheshire survey*) of graduates work in areas related to their degree: sport and exercise science service providers, leisure management, fitness instruction, teaching in higher, further education and schools.
- Graduates move jobs quite frequently in their initial working lives.
- 45% of current employment was secured via contacts or speculative approaches to employers.
- Graduates reported that the most important qualities needed in their current positions were: time management, communication, organisation, negotiation and presentation skills.
- Many graduates thought that their degree gave them a good grounding in employment skills. There was recognition that further development often takes place once in employment.
- A number of graduates expressed the opinion that more work-based learning would have benefited them on their degree.
- A high percentage of graduates in exercise/sport/leisure/health related work reported that they are currently using much of their learning from their degree course.
- Many graduates expressed an opinion that their degree helped develop their confidence, social skills and ability to work in groups.
- 80% of graduates have either taken or are taking further qualifications.
- Common advice from graduates to current students was to gain work experience while on the degree.

** Based on two, 5 year follow-up surveys of graduates from the Department of Exercise and Sport Science, MMU, Cheshire.*

Whilst this information is helpful in pointing the way to career opportunities for sport and exercise science graduates, remember that new pathways are becoming available each year and it is important that you keep up-to-date with developments. Overall, the advice offered from those who have been through the system emphasises the importance of a positive outlook, a commitment to further study or professional development and the determination to get the most out of your time at university.

Sport and exercise is not a traditional graduate industry and thus does not have the conventional career pathways that other industries may have. This means that you need to be much more proactive in the management of your career than other graduates. However, the sport and exercise industry can provide many opportunities for you to build a satisfying and successful career due to its diverse and dynamic nature. This section will outline the key issues you need to think about when making the transition from Higher Education to work and your early career.

Getting That First Job

The first thing to realise is that your degree is not just a piece of paper! You have been through an educational process that has developed a range of academic and vocational skills and knowledge. Some will be of immediate use within your first job; many become more valuable as your career progresses.

One of the key issues raised by employers is that graduates do not know how to sell themselves. Additionally, many employers are not aware of what is involved in a sport and exercise science degree so you need to spell this out in applications and interviews. However, do not just list the modules you have done but reflect on the skills and knowledge you have developed that are relevant to the particular job you are applying for. A good starting point is to map out these skills and knowledge against a person specification/job description using a grid as shown in the example below. Most employers need to know that you will be able to work with colleagues and deal professionally with clients. Aspects of your degree course, such as working in groups and testing subjects should make it easy for you to give examples of when you have used these skills.

Example	Skills	Knowledge
Physiology	Key technical skills, group work skills, presentation skills, report writing…	Health & fitness assessment, health & fitness of different populations…
Research Methods	IT, use of statistics packages, questionnaire design, experimental design, report writing…	Appropriate use of investigative methods, statistics and analytical techniques…
Sociology	Participate in group discussion and debates, develop ideas with others….	Influences on participation, respect diversity…
Dissertation	Independent learner, initiative, problem solving, analytical, writing, planning skills, creativity…..	In depth knowledge of specific area, research methods…

You also need to make sure you make the most of any extra-curricula activities you have done - do not just write a list hoping the employer will make the links - you need to do it for them. Again, you could compile yourself a grid to do this. For example, if you have been responsible for fitness training for the university netball team you have been using important organisational and people skills.

Activity	Skills
Bar Work	Communication, team work, customer care, health and safety…
Captain of Football Team	Leadership, team, communication, organisational skills…
Summer Play Scheme Work	Working with children, team, communication, organisation skills…

Moving Up In Your Career

Research has shown that the first job that graduates obtain is often at the bottom rung of the ladder and is therefore fairly hands on. For example, as a health and fitness instructor, recreation assistant, lifeguard, sports development officer. As the industry is traditionally non-graduate, there is a widely held belief that there is a need to learn the job by working your way up. This will test the motivation of graduates who often feel that they have much more to offer and usually there is no clear and rapid pathway out of such jobs within a single organisation. However, these types of jobs are usually enjoyable and will expose you to a variety of experiences from which it is important to learn, particularly in relation to dealing with people as there are few realistic opportunities to do this on your degree course.

Many organisations have a limited induction programme for employees and may only deliver what is legally required. In that case it is important for you to learn about the organisation yourself in order to make an effective input. There is often only a limited training and development structure, or where there is, it is often constrained by lack of finance within the organisation. Added to this, employers often do not realise what graduates are able to do and thus do not always realise their potential. The key is to be able to make the most of the situation and continue to subtly sell yourself within your job. Research has found that graduates who have successfully moved up the career ladder are those who:

Stay motivated. It is easy to become disheartened when you feel you are not being used to your potential, but if this affects your motivation and you do not put the effort in then your potential is never likely to be realised! It becomes a vicious circle.

Work beyond their job and are flexible. Offer to undertake projects for your manager that they never have time for and that will also enable you to use your graduate skills, thus giving you more satisfaction. This is sometimes difficult as many of these first line jobs often mean you are dealing directly with customers/clients and it may be difficult to get time and space to do things. Often this can be overcome by planning your time with your boss. You also obviously need to be tactful in your approach to your boss so that you are not perceived as criticising him or her. This is a good skill to have throughout your career!

Gain appropriate additional qualifications including BASES Accreditation. Extra qualifications may be essential for you to progress and keep up-to-date. Some employers will fund these but the reality is that many organisations do not have enough resources to fund courses and will often only do so when health and safety matters are involved. Graduates who have progressed are often those who fund themselves (and often do the work in their spare time) as they see it as an investment in their future career. Organisations will also see this positively in terms of your willingness to learn and commitment to the industry. Despite the size of your graduate debt, undertaking further courses will make you more marketable and hopefully help you move rapidly up the career ladder. This in turn, will generally mean your earning power increases accordingly.

Keep up-to-date with current issues. It is important to recognise that in order to further your career you may often have to take responsibility for your own professional development. In these situations organisations such as BASES are there to help you get the best from yourself. BASES offers a weekly e-newsletter as part of its membership services. The e-newsletter aims to keep you up-to-date with everything that is happening in BASES, providing news, information on upcoming events and the latest job vacancies and studentships in sport and exercise sciences. Remember that new research in the sport and exercise science area is constantly being published, and you need to make sure that any information you are using or providing for clients is up-to-date.

More information at www.bases.org.uk/Membership

Many of the careers profiled in this guide refer to BASES Accreditation. Employers often prefer to appoint a BASES Accredited sport and exercise scientist because, in order to achieve Accreditation, an individual must demonstrate (by formal application within a peer-review process) his or her competence to provide an appropriate level of service to client groups.

Outlined below is a brief overview of BASES Accreditation and Supervised Experience:

Accreditation

BASES is concerned with setting, maintaining and enhancing the professional and ethical standards of its members who are actively involved in sport and exercise science. Standards are promoted through a system of BASES Accreditation, which serves as a quality assurance mechanism. Accreditation helps to ensure that the level of service received by a particular client is based on the best available knowledge and practice.

There are two categories of accreditation:

- Scientific support
- Research

There are four disciplines:

- Biomechanics
- Physiology
- Psychology
- Interdisciplinary

More information on BASES Accreditation can be found at www.bases.org.uk/Accreditation

Supervised Experience

BASES Supervised Experience (SE) aims to provide sport and exercise scientists with the guidance, environment and opportunities that will facilitate the development of the competencies expected for BASES Accreditation for scientific support and/or research. During SE an individual will work with a BASES Accredited Sport and Exercise Scientist and gain appropriate experience. SE does not lead automatically to BASES Accreditation but does allow the applicant to use the title "Probationary Sport and Exercise Scientist". Each of the four sections of BASES has a list of the expected competencies of an Accredited Sport and Exercise Scientist in their section. These competencies provide the framework for each applicant to identify his or her needs and provide the format for monitoring via a rating scale.

More information on Supervised Experience can be found at www.bases.org.uk/Supervised-Experience

Paul Brice

- Sports Science Officer - Biomechanist
- English Institute of Sport

> *"...I love being able to work closely with the coach and athlete to optimise elite performance and reduce the risk of injury..."*

Biomechanist

Biomechanics is primarily concerned with enhancing and optimising the way we move. Sports biomechanics therefore uses the scientific principles of mechanics to study the effects of various forces on sporting performance. It is directly concerned with the forces that act on the performer during all sports, in particular velocities, time, accelerations, torque, momentum, displacements and inertia.

Biomechanical techniques can be used within any sport to define the characteristics of skills, to gain an understanding of the mechanical effectiveness of their execution and to identify the factors underlying their successful performance. This knowledge and understanding can then assist the coach and athlete to enhance the learning and performance of sport specific skills.

Work may involve a diverse range of duties ranging from performance analysis through to in-depth 3D video kinematic analysis.

Requirements

Employers typically request a sport science undergraduate degree and a postgraduate qualification. Experience of working with elite athletes and BASES Accreditation are often desirable.

Typical Employers

- UK Institutes of Sport
- National Governing Bodies

Opportunities and Pay

£20,000-£33,000 depending on age, experience and level. Being a relatively new discipline in elite sport, very few posts are exclusively advertised as biomechanist roles. However, competition for positions is high and experience is normally requested and as such, it is not normally a graduate entry position.

How? (Qualifications, Training and Experience))

- BSc (Hons) Sports Science
- Registered for PhD in Biomechanics
- YMCA Level II Gym Instructor
- FA Level II Football Coach
- SAQ® Registered Trainer

Postgraduate studies have allowed me to develop an area of expertise in biomechanics, particularly in 3D video kinematic analysis of human movement. The role of sport science officer is my first full time employment since leaving university. This unique, dual-funded position with the English Institute of Sport and University of Birmingham has allowed me to be involved with a broad range of athletic abilities, in all aspects of sport science support delivery. Combining full-time work and completion of my PhD is exceptionally challenging, but this was an opportunity to work with elite athletes which I couldn't refuse!

Useful Websites

BASES Biomechanics Webpage www.bases.org.uk/Biomechanics

International Society of Biomechanics www.isbweb.org

The English Institute of Sport www.eis2win.co.uk

Claire Waterworth

- Senior Cardiac Physiologist
- Hammersmith Hospital

> *"...the best thing about being a clinical cardiac physiologist is the constant contact with a wide variety of patients, over a wide range of clinical specialties..."*

Clinical Cardiac Physiologist

Clinical cardiac physiologists are involved in the diagnosis and treatment of patients with heart disease, using a variety of methods to record, analyse and treat problems with heart function and heart rhythm abnormalities. The job involves the application of general and exercise physiology to a clinical setting. The work ranges from performing and interpreting diagnostic tests such as 12 lead electrocardiograms (ECGs), exercise stress tests and echocardiograms to providing technical support during invasive cardiology procedures such as angioplasty and permanent pacemaker implantation.

Clinical cardiac physiologists are also responsible for the routine follow-up of patients with permanent pacemakers and implantable cardioverter defibrillators. This involves interpreting results to deliver the best possible therapy for the patient, as well as diagnosing and correcting any system malfunctions. Clinical cardiac physiologists also provide out-of-hours technical support for the cardiac catheterisation labs, which involves a extensive contact with the acutely ill patient. The job involves a great deal of contact with patients, ranging from the elderly coronary artery disease patient to the young child or athlete with congenital heart disease.

Requirements

Employers typically request a physiology-based degree for graduate training posts, but it is possible in some National Health Service (NHS) trusts to be employed as a student cardiac physiologist, with block release to college to study for a physiology degree. Once in a post, study for further professional qualifications is encouraged, and funding is often available for further job-specific academic qualifications. Clinical cardiac physiologists are also trained in advanced life support, playing an important role in acute cases – it is not a job for the squeamish or the faint hearted.

Typical Employers

- NHS Hospital Trusts
- Private Healthcare Organisations

Opportunities and Pay

£19,000-£38,000 plus on-call allowance, dependent on age, experience and qualifications. There is currently a large vacancy rate for cardiac physiologists across the UK, and many hospitals are recruiting science graduates and training them on-the-job over a period of around two years. However, there are plans to introduce a degree in clinical physiology over the next few years, and once this is in place it will be the main route into the profession, with science graduates being exempted from the first two years of the course.

How? (Qualifications, Training and Experience)

- BSc (Hons) Natural Sciences
- MSc Exercise Physiology
- Registered with the Council of Clinical Physiologists

Following my MSc, I was employed by Hammersmith Hospital as a cardiac physiologist, and began a period of intensive training in the tests and procedures used in cardiology. This involved mainly on-the-job practical training, but also short courses in specific areas such as pacemaker follow-up and cardiac catheterisation techniques.

On successful completion of this training programme, I was promoted to my current position, where I participate in the on-call rota, run routine pacemaker follow-up clinics and provide technical support in the cardiac catheterisation labs, as well as performing non-invasive tests such as ECGs and exercise stress tests. My training is ongoing, and over the next year I'll be training in echocardiography and taking further professional exams, with a view to undertaking some research with young athletes with heart problems, alongside my clinical work.

Useful Websites

Association of Chartered Physiotherapists Interested in Cardiac Rehabilitation (ACPICR) www.acpicr.com

BASES Physiology Webpage www.bases.org.uk/Physiology

British Cardiac Society/British Association of Cardiac Rehabilitation www.bcs.com

British Heart Foundation www.bhf.org.uk

Cardiac Output www.cardiacoutput.co.uk

The Registration Council of Clinical Physiologists www.rccp.co.uk

Claire Cowl

- Exercise Physiologist
- Stafford General Hospital

> *...I really enjoy the variety that the role provides. Helping patients to make appropriate lifestyle choices can be really rewarding...*

Clinical Exercise Physiologist

The role of a clinical exercise physiologist is a varied one; working as part of a multidisciplinary team of clinicians and allied health professionals our aim is to provide expert advice on exercise for persons with chronic diseases (coronary heart disease, diabetes, chronic obstructive pulmonary disease, etc). The emergence of this role requires a range of skills, including good clinical investigative skills, communication skills, presentation skills and being organised.

Within a cardiac rehabilitation setting clinical exercise physiologists are involved in interpreting clinical data from exercise tolerance tests and other associated clinical investigations, enabling suitable risk stratification for appropriate cardiac rehabilitation. In order to provide the most appropriate advice all patients are seen within exercise physiology clinics where modification of lifestyle risk factors are discussed and addressed, and relative referrals made to other health professionals where appropriate.

Exercise physiologists need to keep up-to-date with ongoing research, so we can be innovative in our practice. Being involved in the development and delivery of Phase III Cardiac Rehab programmes, both within the hospital setting and the community ensures the best for patients. As a relatively new discipline we are often involved in presenting and teaching within secondary and primary care settings to allied health professionals including cardiologists and other medical staff. Although clinical work is a major part of the role, being involved with local councils and volunteer/community groups is also important. This ensures awareness of evidence-based guidelines for exercise, so that literature given to the public is up-to-date and accurate.

Requirements

Employers typically require a physiology based degree and relevant experience in dealing with patient/client groups. Experience and further training is gained on the job.

Typical Employers

- NHS Hospital Trusts
- Private Healthcare Organisations

Opportunities and Pay

Pay ranges from £19,000 to £23,000. At present most clinical exercise physiologists are employed as MTO3 (Medical Technical Officers). However, as the role of clinical exercise physiology is a new and developing one, it is likely to change.

How? (Qualifications, Training and Experience)

- BSc (Hons) Sport Science (Exercise Science)
- Certificate in Education Post 16
- BACR Phase IV Instructor
- Volunteer Walk Leader
- Immediate Life Support

Following my degree I spent some time teaching at further education level. My time as a lecturer has proven invaluable when presenting to both patients and doctors alike. Clinical experience was gained working as a Lead Health Advisor for BUPA where I was involved in patient assessments and also managing a team. The skills learnt in both these jobs have definitely been valuable in managing a caseload of patients. Training is ongoing and over the next couple of years I will hopefully be undertaking my MSc.

Useful Websites

American College of Sports Medicine (ACSM) www.acsm.org

BASES Physiology Webpage www.bases.org.uk/Physiology

British Cardiac Society/British Association of Cardiac Rehabilitation www.bcs.com

British Heart Foundation www.bhf.org.uk

British Heart Foundation National Centre for Physical Activity & Health www.bhfactive.org.uk

Skills for Health www.skillsforhealth.org.uk

Nicky Gilbert

- Accredited Sports Dietitian
- Consultant to Nottingham Forest FC, UK Athletics, EIS

"...I enjoy helping others to reach their goals and think myself lucky to work with my hobbies which are food and sport. My work is so varied and ever-changing that I am constantly challenged..."

Dietitian

Currently most sports nutritionists are accredited sports dietitians and therefore are professionally qualified registered dietitians who have undergone further specialist training to translate their skills in the sporting environment. Their work is governed by the highest standards and codes of conduct established by the British Dietetic Association (BDA) in conjunction with the Health Professions Council and they are required to apply for re-accreditation every 5 years.

Most sports dietitians are self-employed working on a consultancy basis, as only a few sporting groups and organisations require full-time workers. Therefore, the portfolio of a sports dietitian can be extremely varied ranging from one-one consultations to group education with players, coach education sessions, recipe development and liaison with caterers at home and away, amongst many other possible activities. Sports dietitians are creative practitioners who translate current scientific evidence into simple, practical and effective ways to assist sportspeople in reaching their potential through modifying their diet and eating behaviours.

Requirements

The minimum standard for sports dietitians working with any sporting groups is accreditation as a sports dietitian following successful completion of the BDA validated course. The profession is tightly regulated and individuals are required to demonstrate continued competence to practise, to maintain their registration with all regulating bodies. Currently the Nutrition Society is developing pathways for other sports professionals to develop expertise in sports nutrition, and shortly opportunities will arise for sports nutritionists and dietitians to register with the Nutrition Society.

Typical Employers

Opportunities for consultancy exist with the Home Country Sports Institutes, national governing bodies and sporting organisations as well as universities teaching courses in sports nutrition. Opportunities also arise with commercial organisations such as catering and food companies and in journalism.

Opportunities and Pay

It is difficult to give reliable information on salaries and consultancy rates as they vary so widely with experience and qualifications, as well as the type of consultancy required and the geographical location. Sports dietitians working with the English Institute of Sport can expect to earn something between £20,000-£30,000 pro rata, depending upon experience.

How? (Qualifications, Training and Experience)

- BSc (Hons) Nutrition
- Registered Dietitian
- British Dietetic Association Validated Course in Sports Nutrition and Dietetics leading to accreditation as a sports dietitian
- Diploma in Advanced Dietetic Practice
- MSc Sports Science

Following graduation, I worked as a dietitian in hospitals and taught in universities for 11 years. During this time I became an accredited sports dietitian and developed my knowledge and skills in sports nutrition. Eventually I made the bold step to work independently and have been a freelance sports dietitian for the past four years, during which time I have also completed an MSc in Sports Science.

Other useful qualities and skills include: self-motivation and the ability to work both independently and as part of a team, good communication skills, teaching skills, counselling and motivational skills, food safety and hygiene and catering expertise, and business management skills.

Useful Websites

British Dietetic Association (BDA) www.bda.uk.com

Dietitians in Sport and Exercise Nutrition (DISEN) www.disen.org

The Nutrition Society www.nutritionsociety.org

The Sport and Exercise Nutrition Register (SENr) www.senr.org.uk

Kenny McMillan

- Head Sports Scientist
- Glasgow Celtic FC

> *...the best thing about my job is that my duties are very diverse, including an array of job activities, such as training monitoring, nutritional strategies, warm-ups and cool-downs, fitness training, heart rate monitoring and assisting physiotherapists with rehabilitation...*

Exercise Physiologist

An exercise physiologist typically provides scientific support to athletes and teams. On a day-to-day basis, this may involve monitoring training through heart rate data, blood samples and perceived exertion, as well as ensuring adequate preparation for training and competition. Another major role for the sports scientist is developing fitness training programmes, monitoring adherence, and fitness testing of athletes and team members so that an accurate physiological profile of the individual can be obtained.

Requirements

Employers typically request at least a degree in sports science, and experience with working with athletes or teams. BASES Accreditation is normally required.

Typical Employers

- UK Institutes of Sport
- National Governing Bodies
- Football Clubs
- British Olympic Association

Opportunities and Pay

£15,000-£100,000 depending on age, experience and level of position. Over the past 5 years there has been a significant increase in the number of applied sports scientist posts advertised. However, competition for positions is high and experience is normally requested and as such, it is not normally a graduate entry position.

How? (Qualifications, Training and Experience)

- BSc (Hons) Physiology and Sports Science
- MSc Research degree
- PhD (part-time distance learning, in progress)
- CSCS qualification from National Strength and Conditioning Association, USA
- Football Association Fitness Trainers Award

During my MSc, I gained experience working with youth football players and this eventually led to work with Celtic FC. I always try and further my education as much as possible by attending as many conferences, courses and football specific events as possible.

Useful Websites

National Strength and Conditioning Association (NSCA) www.nsca-lift.org

Scottish Institute of Sport (SIS) www.sisport.com

Sports Institute Northern Ireland (SINI) www.sini.co.uk

The British Olympic Association (BOA) www.boa.org.uk

The English Institute of Sport (EIS) www.eis2win.co.uk

The Football Association www.thefa.com

UK Sport www.uksport.gov.uk

Welsh Institute for Sport (WIS) www.sports-council-wales.co.uk

Garry Tew

- Self-Employed Personal Trainer
- Fitness Instructor for Cannons Health and Fitness

"...the best thing about being a fitness advisor and personal trainer is that you never have the same day twice. I'm constantly meeting new people, helping clients achieve their personal goals..."

Fitness Instructor / Personal Trainer

A fitness instructor is involved in helping people attain their health and fitness goals in a safe and efficient manner. Daily duties include demonstrating how to use equipment safely, designing health and fitness programmes and maintaining a safe and pleasant training environment. Some employers also require fitness instructors to have some sales, pool life-guarding and exercise class responsibilities. Clients may include young teenagers, GP referral clients, athletes of wide-ranging abilities and everyone in-between.

Personal training is similar in a lot of ways to fitness instructing. However, personal trainers typically have greater experience and more qualifications than individuals who just work as a fitness instructor. Clients may hire a personal trainer to get some specialist advice on training techniques and principles, but also to facilitate motivation. Personal trainers can provide constant support and encouragement to clients, which can be difficult to do in fitness instructing due to time restraints, varying shift patterns and the vast number of clients to see.

Requirements

Employers typically request fitness instructors to have a recognised gym-instructing award at a minimum of NVQ level 2. Personal trainers should also ideally have a recognised personal training qualification at NVQ level 3. Others qualifications are typically required to allow you to work with special populations such as pre- and post- natal groups and GP exercise referral clients. However, at present, there are no laws regulating what qualifications a fitness instructor/personal trainer must have. The Register of Exercise Professionals (REPs) is helping to deal with this problem by providing accreditation at different levels to individuals who hold suitable qualifications.

Typical Employers

- Local councils who provide leisure amenities
- Private leisure facility companies

Opportunities and Pay

Fitness Instructor: £10,000-£40,000 depending on age, experience and level. Unfortunately salaries for fitness instructing have never been high for several reasons. Personal trainers and class workout instructors typically have a greater earning potential. Personal trainers charge between £25-50 per hour, but this can vary depending on the clients you have, the area you work in and the services provided. Class workout instructors typically receive £15-25 per hour, but again this can vary.

How? (Qualifications, Training and Experience)

- NVQ Level 3 Personal Trainer Award (Central YMCA Qualifications)
- NVQ Level 2 Gym Instructor Award (Lifetime)
- GP Exercise Referral Programme Consultant (The Wright Foundation)
- Register of Exercise Professionals (REPs) Accredited (Level 3)
- Keiser Rhythm & Ride Cycling Instructor
- National Pool Lifeguard Qualification (RLSS)
- First Aid at Work

Other useful skills include: empathy, good communication skills, reliability, friendliness, enthusiasm, trustworthiness (for confidentiality issues), motivational skills and business management skills.

Useful Websites

Fitness Industry Association (FIA) www.fia.org.uk

Fitness Industry Education (FIE)
www.nrpt.co.uk/become/training/fitness-industry-education.htm

Institute of Leisure and Amenity Management (ILAM) www.ilam.co.uk

Register of Exercise Professionals (REPs) www.exerciseregister.org

The Institute of Sport and Recreation Management (ISRM) www.isrm.co.uk

Gordon McGregor

- Exercise Consultant
- Clinical Exercise Specialist/ GP Referral Scheme Manager

"...the best thing about my job is seeing the difference you can make to the participants' quality of life, whether it be physical, psychosocial or both. It is incredibly rewarding when you help someone to achieve their goals..."

GP Referral Exercise Consultant

The main role of an exercise consultant working within a GP referral scheme is to increase participation in physical activity amongst sedentary individuals and to help cardiac patients to progress with their rehabilitation in a safe and effective environment. A typical day involves conducting lifestyle consultations and exercise assessments, prescribing physical activity programmes and supervising structured exercise sessions. Opportunities exist to progress to involvement in scheme development and management.

Requirements

Employers typically request:

- Degree or diploma in relevant subject area (e.g. sport and exercise science)
- Knowledge or experience of GP referral schemes and exercise prescription in special populations
- Excellent communication skills
- IT Literate
- Ability to work as part of a team
- Partnership working skills

Typical Employers

- NHS
- Local Councils
- Primary Care Trusts

Opportunities and Pay

£17,000-£30,000 depending on skills and experience. Over the past 5 years there has been a significant increase in the number of GP referral posts advertised. However, competition for positions is high and experience is normally requested.

How? (Qualifications, Training and Experience)

- BA (Hons) Sports Science
- MPhil Exercise Physiology
- Phase IV Exercise Instructor Training course from the British Association of Cardiac Rehabilitation

Following completion of my MPhil I worked as an exercise consultant in a GP referral scheme in Shropshire before specialising in cardiac rehabilitation at Walsgrave Hospital, Coventry. I now manage the GP referral scheme in Coventry, in addition to continuing to conduct exercise assessments and prescribe physical activity programmes for cardiac patients.

Useful Websites

BACR Phase IV Instructor Training www.bacrphaseiv.co.uk

BHF National Centre for Physical Activity www.bhfactive.org.uk

Department of Health www.dh.gov.uk

Leisure Opportunities www.leisureopportunities.co.uk

National Health Service www.nhs.uk

National Health Service Careers www.nhscareers.nhs.uk

Anna Chalkley

- Project Officer for Physical Activity and Health
- BHF National Centre for Physical Activity and Health

> *"...the best thing about my job is the opportunity of being part of a team who are committed to putting physical activity on the health agenda and getting more people, more active, more often..."*

Health Promotion Specialist

A physical activity and health promotion specialist is involved in developing and promoting initiatives to help health professionals encourage more people to take more activity as part of daily life. The position consists of liaising with key agencies within public health to raise the profile of physical activity by increasing awareness of the benefits to health from its participation. Additionally, the job involves translating research and Government policy into practice for the promotion of physical activity for the primary and secondary prevention of diseases as well as producing resources which provide sport, leisure, health and physical activity professionals with the practical tools to help promote participation in physical activity.

Requirements

Employers typically request:

- The ability to search for, critically interpret, summarise and translate policy documents and significant research and literature in a meaningful and relevant way
- Interpersonal and communication skills required to liaise effectively with physical activity and health professionals
- The ability to monitor current research developments within the field

Typical Employers

Universities, charitable organisations, NHS, Primary Care Trusts, Government organisations or anywhere where research is being carried out to promote public health through physical activity, exercise and an active lifestyle.

Opportunities and Pay

£18,000-£35,000 dependent on age, qualifications and experience. In recent years there has been an increase in interest and awareness surrounding the role of physical activity as a preventative measure against the burden of disease. This has resulted in many more initiatives for the promotion of physical activity and individuals needed to support their implementation.

How? (Qualifications, Training and Experience)

- BSc (Hons) Sport and Exercise Science
- MSc Applied Sport and Exercise Psychology

My BSc course equipped me with the academic skills required to deliver exercise science consultancy support to both individuals and organisations, as emphasis was given to multidisciplinary and interdisciplinary scientific approaches to exercise. It also allowed me to gain experience (on a voluntary basis) of working in a variety of physical activity, exercise and sport settings at different levels, e.g. local authority, the health sector (primary and secondary care) as well as elite level sport.

During my MSc year I gained a strong theoretical basis and the practical skills needed for a specialist role within exercise psychology and furthered the necessary disciplinary based skills for working within exercise and health related settings.

Useful Websites

British Heart Foundation National Centre (BHFNC) www.bhfactive.org.uk

BASES Jobs page www.bases.org.uk/Vacancies

National Institute for Health and Clinical Excellence (NICE) www.nice.org.uk

Public Health Network www.publichealthnews.com

SportEX www.sportex.net

Damian Kingsbury

- Lecturer in Sport and Exercise Science
- Manchester Metropolitan University

> *"...the best thing about lecturing in HE is that no day is ever the same and your day can be as flexible as you want it to be..."*

Lecturer in Higher Education

A lecturer in Higher Education normally delivers between 8 and 18 hours of lectures, laboratory classes and tutorials a week. The rest of the working week is spent preparing new material, carrying out administrative duties and completing activities associated with other aspects of learning and teaching (e.g. supervising project students, personal tutoring and so on). Most lecturers are also expected to engage in conducting research and/or applied consultancy work.

Requirements

Employers typically request that the candidate has a higher degree (a taught MSc or research degree, such as a PhD). Other qualifications/experience relevant to the institution are essential. This may include research experience and publications or BASES Accreditation/consultancy work, or both. The ability to coach/teach certain sports/activities is also sometimes requested. As you would expect there is a great deal of competition for lecturing posts, especially at those universities with strong research profiles.

Experience in teaching is essential. Ideally this will be in a Higher Education environment, and may have been achieved by acting as a part-time lecturer while you completed a higher degree/research. Alternatively, you may have experience of teaching in Further Education or even in a coaching context. It is becoming the norm for lecturers to have some formal teaching qualification, either a Postgraduate Certificate of Education (PGCE) or a Certificate in Teaching and Learning in Higher Education. These qualifications are offered by most universities and new teaching staff are usually required to join the programme. Many universities employ people on a part-time basis for some teaching, especially for evening courses. This will pay between £25 and £40 an hour and can be a good way to gain experience.

Typical Employers

- Universities

Opportunities and Pay

Lecturers can progress to Senior/Principal Lecturer. Those who are research active may also progress to Reader/Professor. Some lecturers will achieve higher level positions such as Head of Department, Dean, etc. There are nationally agreed pay scales for lecturers in all universities. However, where you are placed on the scale is dependent on experience, qualifications and the employer (e.g. in some universities you could be paid more if you have a PGCE). Salaries for a lecturer range from approximately £26,666 to £40,335.

How? (Qualifications, Training and Experience)

- BSc (Hons) Sport and Exercise Science
- MSc (by Research)
- PGCE (Higher Education)
- Final year of BASES Supervised Experience in ID section

I had a lucky break when finishing my degree. After being approached about completing a research degree in my current department, some part-time teaching became available. Part-time became half-time, half-time became full-time and the rest is history. I eventually wrote the research up as an MSc, however by that time I had developed my niche!

If you wish to pursue a career in Higher Education, my advice would be to make yourself known to whoever coordinates teaching in your home department and try to get involved in research that may lead to some kind of co-authorship. You may also look to get a job in Further Education where they may give you time off to do a PGCE. BASES Supervised Experience and Accreditation is also useful. As with other occupations, you need to stand out in the crowd, so any experiences and skills that you have that make you different (publications, Accreditation, etc.) are almost as important as your higher degree, so don't spend three years of dull time in the lab doing nothing except research - you may finish on time and still not get the job!

Useful Websites

BASES Education Webpage www.bases.org.uk/Education

BASES Jobs page www.bases.org.uk/Vacancies

Higher Education and Research Opportunities in the United Kingdom (HERO) www.hero.ac.uk

Jobs in research, science, academic and related professions www.jobs.ac.uk

The Hospitality, Leisure, Sport & Tourism Network (LTSN) www.heacademy.ac.uk/hlst

The Guardian Jobs www.jobs.guardian.co.uk

The Quality Assurance Agency for Higher Education (QAA) www.qaa.ac.uk

The Times Higher Educational Supplement www.thes.co.uk

Mike Hughes

- Performance Analyst
- English Institute of Sport

> *...being a performance analyst is like being a cordon bleu chef - you must know what the correct ingredients are in order to produce video feedback that is pleasing to the eye and statistical data that is edible for the coach and athlete...*

Performance Analyst

Performance analysis as a discipline lies somewhere between notational analysis and sports biomechanics. As of yet a conclusive definition for the area has yet to be formalised due to its recent inception. However, it involves the collection of statistical data and video footage in a reliable and consistent manner so that tactical and technical inferences can be made with regard to an athlete's or team's performance. The discipline of performance analysis is vital in the feedback process. The statistics and associated video footage can be provided to the coaches and athletes in real-time or post-event. With the extra time available when providing post-event feedback the depth and complexity of analysis can be far greater.

Requirements

A qualification at degree level (or equivalent) in sports science or a related subject specialising in the area of performance analysis is normally an essential requirement. Employers often request a qualification at a higher degree level in performance analysis or a related subject and BASES Accreditation with evidence of significant experience and practice in performance analysis. Experience in the provision of performance analysis support to athletes and coaches to improve performance is useful, including producing reports and case studies on various hardware and software platforms and formats including video, hard copy and disc. You will also need to have an understanding of and empathy to the needs of elite athletes and coaches in a high performance environment and a working knowledge of computer analysis systems and up-to-date software packages used to enhance performance feedback.

Typical Employers

- UK Institutes of Sport
- National Governing Bodies
- Professional Sports Teams

Opportunities and Pay

£16,000-£44,000 depending on age, experience and level. As performers and coaches have realised the benefits of this objective feedback, the role of performance analysis within the coaching process is now becoming established, and performance analysts are now operational at all levels of competitive sport. Travelling with a team to a national competition or training camp as part of a multidisciplinary support team is now more common place. As such, there are many openings and opportunities becoming available for analysts as the profile of the discipline continues to increase.

How? (Qualifications, Training and Experience)

- BSc (Hons) Maths and Sports Science
- MSc Performance Analysis
- English Squash Rackets Association Level III Coaching Course

During my BSc course I gained practical experience with a wide range of sports including squash, soccer, rugby and tennis, as unfortunately performance analysis was not a module option in my degree course. After my degree I enrolled to do a part-time Masters in Performance Analysis at the University of Wales Institute Cardiff. The course itself has a work experience module and I quickly picked up some contract work with the English Institute of Sport. I gained the post of Performance Analyst in the North West region a few months later.

Useful Websites

The English Institute of Sport (EIS) www.eis2win.co.uk

UK Sport www.uksport.gov.uk

Helen Wormald

- Physical Activity Development Manager
- Specialist Health Promotion Service, Hull and East Riding Primary Care Trusts

> *"...my role involves working in many different ways with professionals at all levels. Working at both an operational and strategic level means that you can really make a difference across a wide area..."*

Physical Activity Development Manager

The job title often covers a variety of roles and responsibilities, but generally will include working in partnership with a range of organisations to develop the place and priority of physical activity on various agendas. There may be a strategic planning emphasis to the role, or it may be more operational ("nearer the frontline"); often there are elements of working at both levels.

The job may include influencing and advocacy work at all levels to encourage organisations to adopt physical activity policies and looking at wide opportunities for inclusion of the activity agenda. This means developing relationships and working with partners from health, sport, environment, transport, education, regeneration, and many other areas. The aim is to encourage organisations to build physical activity into their planning by emphasising the potential gains for each organisation. Recently, there has been considerable work focusing on developing physical activity strategies for localities and a Development Manager may take a lead role in this work. The wide array of work may include securing funding, developing new projects, project management, managing staff, developing research/monitoring/evaluation, and acting as an initial contact point for advice and guidance for organisations.

Requirements

Employers typically look for a wide range of work experience, which may include sport, physical activity and/or health development. This experience would usually be at least 3-5 years in a linked or similar role. A degree/higher degree in physical activity and/or health is often essential. Useful skills that would help anyone to do this job include project and staff management, being very organised, self-motivated, an excellent communicator at all levels, having training and presentation skills, and the ability to see the "bigger picture."

Typical Employers

Posts of this type are relatively new, so requirements and employers may vary.

Employers may include: Local Authorities, Primary Care Trusts (Public Health/Health Promotion) and Partnerships of the above (and others). A post may cover several Authorities and Primary Care Trusts. Regional level opportunities are emerging and the employer will often act on behalf of a wider partnership of organisations. There may be "mode" specific opportunities, such as walking and/or cycling coordinator with other agencies, such as The Countryside Agency and the British Heart Foundation. Sport England has also recently introduced regional development posts for physical activity. This is an emerging area that fits with the objectives of a wide range of employer.

Opportunities and Pay

This will reflect the level of experience and knowledge of the individual as well as the level and range of working required. There are no strict salary guidelines, but salaries between £25,000-£30,000 are usual, although the range varies.

How? (Qualifications, Training and Experience)

- BSc (Hons) Exercise and Health
- Gym Instructor qualification
- GP Exercise Referral qualification
- Health Promotion Specialist post
- Part-time 1-year secondment to a university to conduct physical activity research
- MSc Health Promotion and Health Education

Following my first degree I started work as a Health Promotion Specialist in North Yorkshire. I specialised in physical activity, but also worked on other topics such as older people and nutrition. As this first post was part-time, I decided to get some practical qualifications and experience, and worked as a gym instructor and taught cardiac rehabilitation exercise classes. This practical experience was invaluable, and has helped a lot in my health promotion responsibilities such as managing exercise referral schemes and setting up cardiac rehabilitation schemes.

After starting to work full-time in health promotion I decided to do my Masters degree, which gave me an excellent understanding of the theory and broader concepts of health promotion/public health. At the same time I embarked on a research secondment at The University of Hull, piloting physical activity diaries with children. Working within an academic setting allowed me to see the importance of linking research/teaching to practice and what goes on in the "real" world. After 5 years working as a health promotion specialist I moved to Hull and East Riding to work as a Physical Activity Development Manager.

Useful Websites

British Heart Foundation National Centre for Physical Activity & Health
www.bhfactive.org.uk

National Institute for Health and Clinical Excellence www.nice.org.uk

Public Health Network www.publichealthnews.com

SportEX www.sportex.net

Andy Cathcart

- Research Associate
- School of Exercise and Sport Sciences, University of Leeds

> *"...the best thing about my job is that I get to further my research interests whilst potentially helping other people..."*

Researcher

Most degree programmes in sport and exercise science include a final year research project. Many graduates go on to postgraduate research at MSc level, where an extensive project is completed. Some will also progress to a full PhD, with the equivalent of about three years of full-time research.

Within the biomedical sciences, a postdoctoral research position is classically the final "training" stage in the career path of an academic. Although no longer a student this is the position in which the trade is learned, it is the stepping stone from a PhD to a lectureship. The job is in many ways similar to the PhD position you will have just completed, except there is no examination at the end and you get paid. However, there are of course downsides as with many positions, including a constant search for the money to fund both your salary and the experiments you wish to do. The day to day specifics of the job vary greatly from position to position but essentially all involve finding a research question to answer, designing, carrying out and analysing the experiments which you hope will answer the question, then finally publishing your findings in a peer-reviewed format thus ensuring the information you uncover is available for others to use.

Full-time postdoctoral research posts within sport and exercise science are quite rare, mainly because of a lack of funding. Some bodies do provide funding, mostly for projects with a medical application (e.g. cardiac rehabilitation) or with application to a specific sport (e.g. soccer). Contracts at universities are usually short term for between 6 months and 3 years.

Requirements

Employers typically request a higher degree, good team work, written and verbal communication skills and often in today's world interdisciplinary research interests.

Typical Employers

- Universities
- Industry

Opportunities and Pay

£18,000-£40,000 depending on age, experience and level. Working in sport and exercise science research will require a higher degree and usually a PhD.

How? (Qualifications, Training and Experience)

- BSc (Hons) Physiology and Sports Science
- PhD "Respiratory Control"
- Associate Lecturer

My first degree in Physiology and Sports Science taught me how to be a good scientist but did not make me employable. It was during my PhD, whilst furthering my abilities as a scientist that I learnt an invaluable set of transferable skills, such as communication and the value of teamwork, which has made me employable and set me up for the future.

Following my PhD I started in a temporary position as an associate lecturer, which gave me a chance to broaden my horizons and develop my teaching skills. This led on to my current position as a Postdoctoral Research Scientist doing collaborative research firstly with an engineering group working on exercise strategies for rehabilitation of spinal cord injured patients and secondly with a rather unlikely mix of vets and physicists working on oxidative stress during exercise.

Useful Websites

BASES Studentships www.bases.org.uk/Studentships

Funding available from medical charities www.amrc.org.uk

Funding Opportunities www.researchresearch.com

Jobs in research, science, academic and related professions www.jobs.ac.uk

Postdoctoral research posts www.findapostdoc.com

Postgraduate research degrees and PhD studentships database www.findaphd.com

The Physiological Society (Physoc) www.physoc.org

Carolyn Morgan

- Manager of the Human Performance Laboratory
- Glenfield Hospital

> *"...the best thing about being a respiratory physiologist is that the work is varied. The job offers long-term prospects including management, research and education..."*

Respiratory Physiologist

Respiratory physiologists perform diagnostic breathing tests and treatment of patients for lung disease. Patient symptoms include chest pains, breathlessness, abnormal chest x-rays, respiratory disease or sleep disorders. Respiratory physiologists use a variety of equipment and techniques to measure and monitor patients' respiratory function. Measurements made include lung volumes, forced expiratory flows, respiratory gas exchange, blood gases, administration of bronchodilators and assessment of response and respiratory muscle testing. More advanced measurements include allergy testing, sleep studies, delivery of ventilation to patients on the wards or at home, cardiorespiratory exercise testing, exercise testing for evaluation of hypoxemia and/or desaturation and exercise induced asthma.

Respiratory physiologists work with doctors, nurses and healthcare professions. The work involves working with computers linked to respiratory equipment. Respiratory physiologists are normally responsible for the maintenance and calibration of all equipment and interpreting information such as lung function data, metabolic exercise test results and electrocardiogram data. These results are used to assist in the diagnosis of disease, to recognise treatment plans, and to assess the effects of treatment.

Requirements

Due to State Registration a respiratory physiologist will need to complete a recognised degree in clinical physiology. The following qualifications are acceptable:

- Pass in two science subjects at A Level
- BTEC National Diploma in a science subject
- Advanced GNVQ
- A related degree or higher education diploma
- Approved foundation course
- Approved access course for mature students

Initially you will be employed as a student respiratory physiologist with day release to college to study for a physiology degree. The degree is normally studied over a four-year period and includes special options in respiratory physiology. Most of the training is on-the-job and the NHS may fund the tuition fees.

Typical Employers

- NHS Hospital Trusts
- Private Healthcare Organisations
- Armed Forces
- Universities

Opportunities and Pay

The normal working hours are 37 hours per week, Monday to Friday. However, extra hours and on-call hours may be required in some departments. Salary brackets are £12,182 to £13,253 for a trainee and £28,313 to £37,326 for the top salary ranges.

How? (Qualifications, Training and Experience)

- BA (Hons) Sport Science and Health Promotion
- MSc Exercise and Health Sciences
- Manager of Leisure Club

After completion of my MSc and several years in the leisure industry I started training as a junior respiratory physiologist (MTO1). Most training was on-the-job. I also had to complete various written assignments (when I started my training the completion of the clinical physiology degree was not mandatory for the profession; however, anyone coming into the profession now must complete the degree). On promotion to a MTO2 I moved to Glenfield Hospital. This role was slightly different in that half my time involved work as a respiratory physiologist; the rest undertaking research in pulmonary rehabilitation. My current post involves managing the human performance laboratory, which includes conducting both clinical and research exercise testing as well as strength testing and biopsy work. I have recently submitted an application for BASES Accreditation in Exercise Physiology (Scientific Support).

Useful Websites

British Lung Foundation www.lunguk.org

European Respiratory Society (ERS) www.ersnet.org

Funding available from medical charities www.amrc.org.uk

The Association for Respiratory Technology and Physiology (ARTP) www.artp.org.uk

The Registration Council of Clinical Physiologists (RCCP) www.rccp.co.uk

Mark Wilson

- Lecturer in Sport Psychology
- Manchester Metropolitan University, Cheshire

> *"...I feel really lucky that I am doing something I really enjoy which is incredibly varied. As a wise man once said, 'Find a job you love and you'll never work another day in your life!'"*

Sport and Exercise Psychologist

This branch of psychology and sport and exercise science is concerned with the behaviour and mental processes of people who are involved in sport or exercise. In the sports context, the aim is predominantly to help athletes to prepare psychologically for competition and to deal with the psychological demands of both competition and training. Sport psychologists work with sports participants across a range of both team and individual sports and from amateur to elite levels of competition. In contrast, an exercise psychologist is primarily concerned with the application of psychology to increase exercise participation and motivation levels in the general population and to ensure that exercisers gain the psychosocial benefits that exercise can offer.

The work of a sport or exercise psychologist is therefore centred on people and can be very varied. Although consultancy work may be office based it is equally likely that sport or exercise psychologists will work in field settings such as team premises, competition venues, clinical rehabilitation and recreational exercise settings. Most consultants are based within a university sport and exercise science or psychology department and therefore combine their consultancy work with lecturing and research.

Requirements

At least an MSc in sport and/or exercise science (with a major psychological component) and an undergraduate degree in a relevant discipline (psychology or sport and exercise science) are required. Some universities will only employ individuals with a completed PhD in sport or exercise psychology. For positions with a consultancy or applied component, BASES Accreditation is required (although sometimes individuals undertaking Supervised Experience are accepted). The British Psychological Society (BPS) have now created a division of sport and exercise psychology and are currently developing a programme by which individuals will be able to gain chartered status as a sport and exercise psychologist.

Typical Employers

As previously mentioned, most sport and exercise psychologists are based within university sport and exercise science or psychology departments. However due to lottery funding for sport, some sport psychologists work solely in the applied arena for national governing bodies, the Home Countries Institutes of Sport, or professional sport teams/individuals.

A similar scenario exists for exercise psychologists, with most practitioners combining consultancy with teaching and research careers. Exercise psychologists' work might see them involved in GP exercise referral or cardiac rehabilitation schemes. As many sport or exercise psychologists come from a mainstream psychology background, they may combine psychological consultancy in other areas such as the clinical and occupational domains. A final career route is to set up in business alone or with other consultants offering services to a range of clients which may include sports performers and businesses.

Opportunities and Pay

Pay is very much dependent on who the sport or exercise psychologist's clients are and whether or not the psychologist combines consultancy within sport and exercise with other professional activities such as teaching and research. Most university positions will start in the range £21,000-£27,000 although research positions will range from £15,000-£25,000 depending on an individual's research profile.

Prospects of sustaining full-time consultancy work are limited but at the same time, both full- and part-time consultancy work are becoming increasingly plentiful. Conditions will also vary greatly depending on who the client is and where the consultancy work is located. This could range from a warm, comfortable interview room in a university to a rainy athletics track, or, increasingly so, an Olympic athletes' village or training camp.

How? (Qualifications, Training and Experience)

- MEng Engineering and Business
- MSc Sport and Exercise Science (Psychology Pathway)
- BASES Accreditation (Sport Psychology Scientific Support)

As you can see from my qualifications, I have not followed the typical route into a career in sport psychology. Following a first degree in engineering and management and three years in consultant roles in industry, I decided I wanted a change. Due to a lifelong interest in sport and an appreciation of how people are motivated from my experience in industry, I looked into potential career paths within sport psychology. I was lucky enough to be accepted on to a Masters in Sports Psychology programme and following a distinction was offered a lecturing position at the university.

I have been in this position for three years now and enjoy the fact that the job has a number of separate but related aspects, no two days are the same. Firstly, there is the teaching component, which I have enjoyed and have been fortunate to teach on a variety of programmes including undergraduate, distance learning and master's level. The second component is research, which interests me as it allows me to extend my knowledge levels, and is definitely one reason why I like being based within an academic setting. If you enjoy learning and asking questions, the research component of a career in sports and exercise psychology is definitely a positive. I am currently completing my PhD examining the role that anxiety and concentration play in influencing sporting performance.

The final component of my job is applied work with athletes. I have just completed my BASES Accreditation for sport psychology scientific support and have worked with a number of sporting populations including hockey, golf, martial arts, football and archery. During this time I have travelled to places like South Africa and throughout Europe with these athletes, accompanying them at tournaments and training camps. This is perhaps my favourite part of the role as I really enjoy working with such motivated people - helping them to reach their maximum potential and increase their consistency.

Useful Websites

BASES Psychology Webpage www.bases.org.uk/Psychology

The British Psychological Society (BPS) www.bps.org.uk

Ruth Morrison

- Sports Development Officer
- University of London Union

> *...the best thing about being a sports development officer is seeing the results of all your efforts and hearing people say how much they enjoyed their sporting experience...*

Sports Development Officer

Depending on who you speak to, you will get a variety of responses when you ask a sports development officer, "What do you do?" Most sports development officers work to the same ethos, to provide high quality, sustainable, sporting opportunities to their target audience. Familiar aims include increasing levels of participation, improving the quality of sports that exist or improving performance to achieve excellence. However, it is not just about getting more, high class sport people. Sport participation can help increase activity and so improve health. Sport can also play a vital role in neighbourhood regeneration, developing community skill levels, improving social integration and inclusion, reducing crime and aiding the rehabilitation of young offenders.

Requirements

Typically any sports related degree/higher qualification such as sports development, sports coaching or sports science is preferred although is not always essential. Experience working in a sports development environment is an advantage.

Typical Employers

- Local Councils
- Youth Organisations
- National Governing Bodies
- Sports Councils
- Universities

Opportunities and Pay

£17,000-£30,000 depending on experience and sector. The number of sports development employment opportunities has grown over the past few years and with the increasing number of graduates, previous experience is becoming more important. There has also been an increase in the types and variety of employers meaning there are now very different sports development jobs out there.

How? (Qualifications, Training and Experience)

- BSc (Hons) Physiology and Sports Science
- Universities Sports Association President
- Sports coaching/teaching experience

During my year long sabbatical position as the Universities Sports Association President I developed a number of skills I would not otherwise have had the chance to develop, ranging from daily management of the office, to organising large scale university sports events and working with senior sports persons in national governing bodies and the local council.

Following this experience I got my current job as the Sports Development Officer for the University of London Union where I liaise closely with its 18 colleges and institutions organising sporting activities that will benefit the students. I offer numerous coaching, umpiring and refereeing courses and also organise one-off training sessions with high profile coaches and athletes in those sports. I deal directly with 26 sports clubs we have here, assisting them with writing and achieving their aims set out in their sports development plans and assist them in developing links with community clubs and those organisations that can help strengthen their club.

Useful Websites

Leisure Opportunities www.leisureopportunities.co.uk

Sport Development Website www.sportdevelopment.org.uk

Sport England www.sportengland.org.uk

Sport Scotland www.sportscotland.org.uk

Sports Council for Northern Ireland www.sportni.net

Sports Council for Wales www.sports-council-wales.co.uk

UCS (University & College Sport) www.ucsport.net

Youth Sports Trust www.youthsporttrust.org

Nick Grantham

- Strength and Conditioning Coach
- English Institute of Sport

> *...the best thing about working as a strength and conditioning coach is being part of a support team that helps an athlete achieve their best possible sporting performance...*

Strength and Conditioning Coach

A strength and conditioning coach is involved in the physical and physiological development of athletes for elite sport performance. The job involves bridging the gap between the theory of training and applied training. Work typically involves helping an athlete/team prepare for a major event. Training programmes are developed and implemented for the individual athletes and then their fitness and training are monitored over time. Observing training, events and touring are key aspects of the work of a strength and conditioning coach.

Requirements

Employers typically request:

- A qualification at degree level in sports science specialising in the area of physical preparation of elite athletes
- Relevant strength and conditioning certificate with evidence of continuing professional education and development in this discipline
- At least three years relevant experience of working with high performance athletes and their coaches
- Excellent anatomical knowledge and the ability to apply this to specific strength and conditioning programmes
- Demonstrated ability to implement programme adjustments based on test data and other relevant sources of scientific information

Typical Employers

- Home Countries Institutes of Sport
- National Governing Bodies
- Professional Teams
- Individual Athletes

Opportunities and Pay

£18,000-£40,000 depending on age, experience and level. Over the past 5 years there has been a significant increase in the number of strength and conditioning posts advertised. However, competition for positions remains high and experience is normally requested. As such, this is not normally a graduate entry position.

How? (Qualifications, Training and Experience)

- BSc (Hons) Sports Science
- MSc Sports Science
- BASES Accredited Sport and Exercise Physiologist
- Member of the BOA register of conditioning and fitness specialists
- National Strength and Conditioning Certificate

During my MSc year, I gained practical experience with a wide range of sports including table tennis, judo and ultra-endurance running. This was all on a voluntary basis. Following this experience I found a job providing physiological support for British Gymnastics. After two years of working in gymnastics, I started a post with England Netball and two years later moved to my current job at the English Institute of Sport.

Useful Websites

BASES Interdisciplinary Webpage www.bases.org.uk/Interdisciplinary

The British Olympic Association www.boa.org.uk

The UK Strength and Conditioning Association www.uksca.org.uk

The National Strength and Conditioning Association www.nsca-lift.org

Ben Stevenson

- Qualified Teacher
- Secondary Physical Education

> *"...being a PE teacher provides the opportunity to create strong relationships through introducing pupils of all abilities to a range of sports, and pursuing team and individual excellence through gifted and talented pupils..."*

Teacher

Depending on the exact nature of their courses, sport and exercise science graduates can go on to qualify to teach a range of subjects, including Biology and Science. They can also teach at infant, primary, secondary school or further education level.

Probably the most popular choice, however, is physical education. A teacher of physical education has a wide range of duties and responsibilities within the school setting. The effective delivery of both practical and theory based physical education lessons provide a number of challenges that are constantly changing and are independent to the ability and age of each individual class. An effective teacher of physical education must also ensure that all pupils, irrespective of ability, receive equal guidance and that this guidance is suitably altered to meet their individual needs. Involvement within extra curricular activities is also an integral part of the majority of PE teachers' school life with the running of school teams providing an opportunity for teachers to develop their coaching and team management skills. Whole school responsibilities may also include form class or tutoring duties.

Requirements

Employers typically request the completion of relevant teaching programme i.e. a relevant undergraduate four-year course or a Postgraduate Certificate of Education (PGCE) completed after your first degree. In order to get a place on a PGCE course the normal requirements would be the completion of a relevant undergraduate degree at 2:1 level. Course leaders may also place additional conditions when offering course places. The most common of these conditions is the gaining of teaching and school based experience before joining the course. The gaining of relevant coaching qualifications may also be highlighted if areas of weakness or gaps in relevant subject knowledge are identified.

Typical Employers

- Schools

Opportunities and Pay

The starting salary for newly qualified teachers outside of the London area is £20,896. Progression through the main pay scale adds around £1,689 at each stage. Opportunities for further pay increases may be available within individual schools dependent on the responsibilities assigned to, or volunteered by each teacher. Most schools will also provide opportunities for progression within departments to match individual ambition.

How? (Qualifications, Training and Experience)

- BSc (Hons) Physical Education & Sports Science
- PGCE
- FA Level 1 Coaching Qualification
- RFU Level 1 Coaching Qualification
- Basketball Level 1 Coaching Qualification
- Pool Safety and Lifesaving
- First Aid
- Wide range of other coaching qualifications gained during PGCE year

Other useful skills include: good and adaptable communication skills, reliability, friendliness, team-working skills, enthusiasm, motivational skills and patience.

Useful Websites

Department for Children, Schools and Families (DCSF) www.dfes.org.uk

National Union of Teachers (NUT) www.teachers.org.uk

The Times Higher Education Supplement www.thes.co.uk

www.bases.org.uk/Studentships

Lists studentships in sport and exercise sciences, including PhD positions.

www.bases.org.uk/Vacancies

Lists job vacancies in sport and exercise sciences.

www.exercisecareers.com

Deals with jobs in both the exercise and sport domains. Mainly looks at jobs based in USA, however, there are some UK based jobs advertised.

www.healthjobsuk.com

Lists the job opportunities within the NHS, so mainly for those interested in a clinical career.

www.jobs.ac.uk

Caters for all positions and studentships within higher education. Has an easy to use search engine, as well as e-mail updates on job openings. Also includes profiles of potential employers.

www.leisurejobs.com

A website for those wanting to work in the leisure and fitness industry. Includes job listings for all the major health clubs and gyms, as well as information on obtaining the correct training to get into the leisure industry.

www.leisureopportunities.co.uk

Focuses mainly on the health and fitness sector. Most of the major health clubs and gyms advertise here.

www.prospects.ac.uk

This website provides lots of information on tips for job seeking, postgraduate options and careers open days.

www.tes.co.uk

Caters mainly for teachers but there are job listings for those wishing to go into lecturing in further and higher education.

www.uksport.gov.uk

Advertises jobs in elite level sport and has a useful e-mail newsletter for the latest developments in elite sport.

BASES would like to thank:

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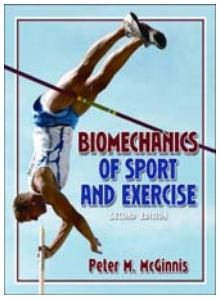
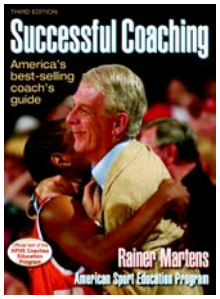
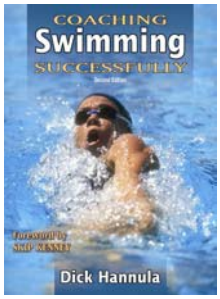
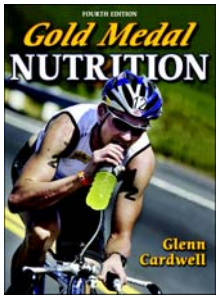
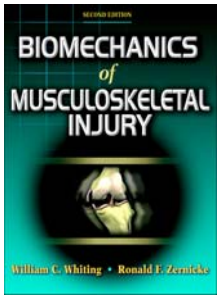
No matter what you choose

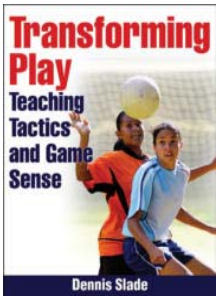


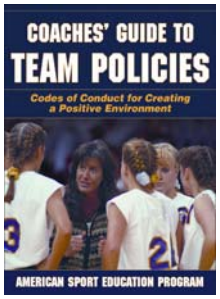


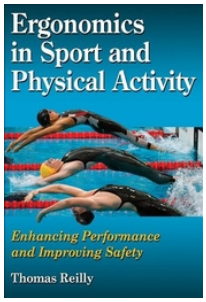


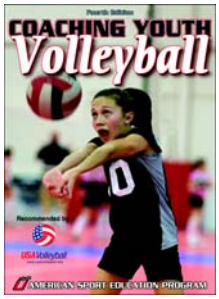


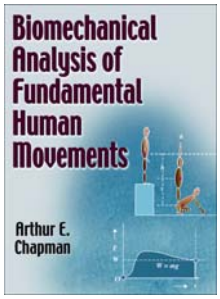


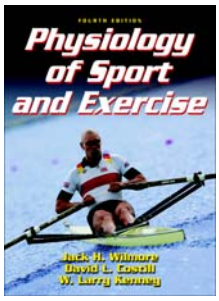


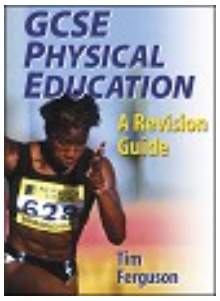


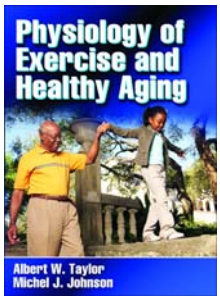


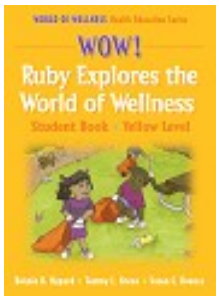


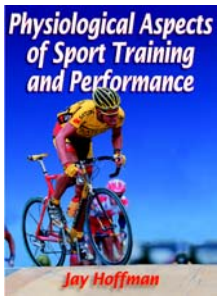


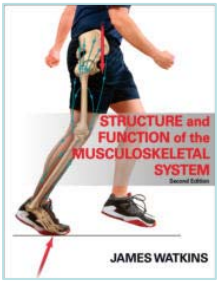


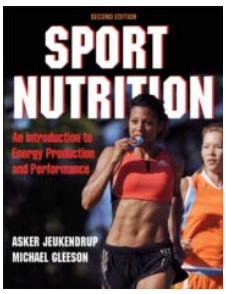


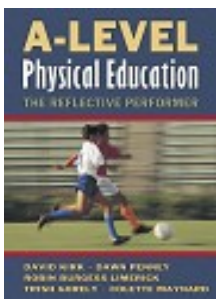


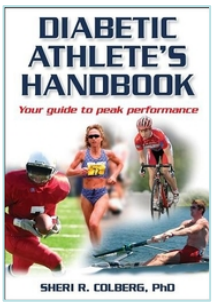


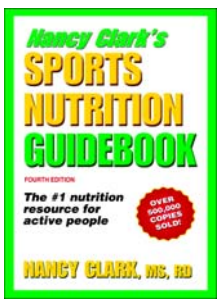


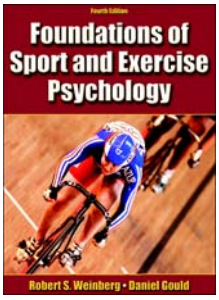


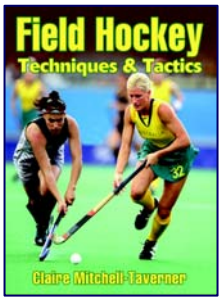


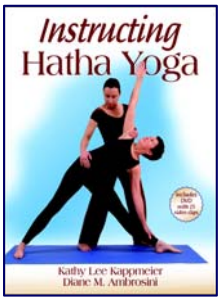


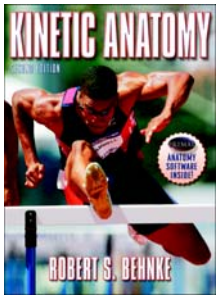


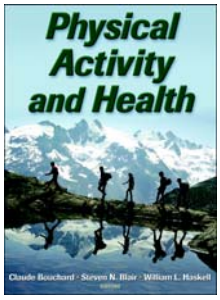












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