



# Blackburn Rovers Football & Athletic Ltd

## Job Description

<b>Job title:</b>	U23 Lead Development Coach
<b>Department:</b>	Academy Coaching
<b>Based at:</b>	BRFC Academy, BB6 8BA. Flexibility regarding location is required.
<b>Reports to:</b>	Head of Academy Coaching
<b>Responsible for:</b>	N/A
<b>Hours of work:</b>	A minimum of 37.5 hours per week and any additional hours necessary for the performance of duties. This will include regular evening and weekend work.
<b>Contractual status:</b>	Permanent
<b>1. Job purpose:</b>	To develop elite players through team and individualised coaching sessions and compete in the U23 Premier League Category 1 games. This role is responsible for supporting the transition of players from the U18's, through the U23's and into the First Team environment.
<b>2. Duties and responsibilities:</b>	<ul style="list-style-type: none"> <li>To be committed to ensuring the safeguarding and welfare of all elite players, promoting their well-being needs whilst maintaining professional boundaries;</li> <li>To create an inclusive and positive learning environment to challenge, support and maximise opportunities for each individual player;</li> <li>To prioritise the development of each individual player ahead of results within the games programme;</li> <li>To support the Academy and First Team staff in producing the development plans for the U23 players in line with the requirements of the EPPP;</li> <li>To liaise with First Team staff and Head of Academy Coaching to develop and deliver a coaching programme for the U23 development squad, in line with the First Team and the Club's football philosophy;</li> <li>Deliver individualised, unit and team coaching sessions for the U23 development squad in line with the Academy coaching philosophy;</li> <li>Plan, deliver and evaluate specific coaching sessions for the U23 development squad;</li> <li>Liaise with other U23 Professional Development Phase staff in the delivery of sessions that integrates all aspects the individuals programme to maximise potential;</li> <li>To work with the U23 development squad lead on analysis of performance, providing regular individual, group and team feedback via meetings and analysis sessions;</li> <li>Liaise with First Team staff and the Head of Academy Coaching regarding the "Loan Strategy" and U23 players on loan. At times, it will be expected to go and watch the players in games and report back to First Team staff and Head of Academy Coaching;</li> <li>To work with Academy and First Team staff with match day duties for the U23's;</li> <li>To support the development of weekly schedules for the U23 development squad in line with the coaching philosophy and communicating this to the relevant personnel;</li> <li>To monitor and evaluate the development of players across the U23 development squad providing regular feedback to players on performance in line with their development plans and EPPP requirements;</li> <li>To attend meetings and feedback on the individual performances and development of players within the U23 squad;</li> <li>To continually liaise with the First Team Manager and staff regarding development and transition of young players into the First Team environment;</li> <li>To utilise varied software and performance data to record and evaluate individual player and team performances, providing regular feedback to Academy and First Team staff; and</li> <li>Any other duties as reasonably assigned by the Head of Academy Coaching from time to time.</li> </ul>



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<b>3. Skills required:</b>	<ul style="list-style-type: none"> <li>• A development centered approach to working with U23 players;</li> <li>• An understanding of evaluating the process of developing young elite players which are not outcome based in terms of 'team' results;</li> <li>• A dynamic, hardworking and enthusiastic individual;</li> <li>• Strong organisational skills;</li> <li>• To demonstrate enthusiasm and personally committed to achieving agreed objectives;</li> <li>• Is aware of own behaviour, strengths and areas for improvement and is receptive to feedback;</li> <li>• Displays a high level of confidentiality;</li> <li>• Excellent time management skills;</li> <li>• The ability to work under pressure and meet tight deadlines;</li> <li>• Excellent communication and presentation skills (both written and verbal) to a range of audiences;</li> <li>• The ability to work independently and part of a team;</li> <li>• The ability to set goals, monitor and evaluate performance;</li> <li>• The ability to work with integrity, honesty and empathy at times when required;</li> <li>• The ability to motivate and inspire others to achieve; and</li> <li>• High level ability in using varied Microsoft IT packages.</li> </ul>
<b>4. Knowledge and experience required:</b>	<ul style="list-style-type: none"> <li>• Knowledge and understanding of safeguarding protocols and procedures;</li> <li>• Knowledge of developing young professional players for the transition into a first team environment;</li> <li>• Experience of working with full-time professional players in an elite sporting environment;</li> <li>• Experience and knowledge of devising and implementing development programmes;</li> <li>• Knowledge of the key elements of football (technically, tactically, systems);</li> <li>• The ability to transfer knowledge onto the pitch and apply the fine detail in the development of individual players;</li> <li>• Knowledge of an Academy set up in an elite sporting environment;</li> <li>• Managing individuals and departments; and</li> <li>• Sports Psychology and its effects on players and coaches.</li> </ul>
<b>5. Qualifications required:</b>	<ul style="list-style-type: none"> <li>• To hold a minimum UEFA A Licence;</li> <li>• FA Youth Modules 1,2 and 3;</li> <li>• Advanced Youth Award (desirable/working towards);</li> <li>• FA Safeguarding; and</li> <li>• FA First Aid qualification.</li> </ul>
<b>DBS check required:</b>	Yes (enhanced)

The document is a guide only and should not be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and will be amended in the light of changing needs of the organisation.

### How to Apply

Due to high-levels of interest, this post may close early so early application is advised, otherwise the closing date for this role is **9:00am on Wednesday 4<sup>th</sup> August 2021**. To apply, please email your application form and covering letter to [recruitment@rovers.co.uk](mailto:recruitment@rovers.co.uk)

CV's will not be accepted.





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### **Equality and Diversity**

*Blackburn Rovers FC is committed to the principle of equal opportunity in employment and its employment policies for recruitment, selection, training, development and promotion are designed to ensure that no job applicant or employee receives less favourable treatment on the grounds of race, colour, nationality, religion or belief, sex, sexual orientation, marital status, age, ethnic and national origin, disability or gender reassignment.*

### **Safer Recruitment**

*Blackburn Rovers FC is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. The job holder will be required to undertake appropriate safeguarding checks as well as providing proof of right to work in the UK.*