



An exciting opportunity has arisen for Blackpool FC Academy to appoint a new Head of Academy Coaching.

Head of Academy Coaching		
NAME:		
POSITION: Head of Academy Coaching	DEPARTMENT: Academy	REPORTING TO: Academy Director
OVERALL OBJECTIVES:		
<p>The Head of Coaching is responsible for the coaching direction of the academy through the performance pathway. The HOC must strategically manage the coaching department to allow progression to working at an elite level. Working in collaboration with senior coaching staff within the club the head of coaching will be responsible for the multi-disciplinary approach to player and staff development ensuring the academy is working in line with the clubs vision and values.</p>		
<u>JOB DESCRIPTION</u>	<u>PERSON SPECIFICATION</u>	
<u>Main Objectives</u>	<u>Essential</u>	
<ol style="list-style-type: none">To Lead the academy coaching staff through a coach development programme ensuring they are meeting the coaching and playing philosophy of the clubWork closely with all academy heads of departments to enhance the coaching programme and provide LTPDResponsible for the continuous progression and evolution of The Academy Performance plan in relation to coaching and coach development.Ensure the club performs to a high standard in the Academy audit process in relation to all matters associated with coaching and the staffResponsible for the management of players through the performance pathway ensuring sound protocols are in place to review players and design individual learning plans for all players.Manage the PMA system usage of the academy monitoring the input from all coaching staff and ensure relevant data is produced to allow accurate monitoring of player development	<ul style="list-style-type: none">Have significant experience working as a Head of Academy Coaching within a professional clubHold the UEFA A license and FA Advanced Youth Award.Experience of managing coaching staff within a professional clubEPPP experience with regards to designing and delivering a full academy coaching programme.	
	<u>Desirable</u>	
	<ul style="list-style-type: none">Have experience as part of the Premier League EHOC programmeHave worked within the Foundation phase, Youth development phase and Professional Development Phase of an academy	
	SIGNED:	
	DATE:	



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Summary of Duties

1. Manage lead phase coaches on a daily basis to ensure sound planning and delivery within their departments
2. Regularly review the current practices and performance of academy coaching staff through observation and monitoring.
3. Develop a library of best practice sessions for the academy staff that link to the academy playing and coaching philosophy and are age appropriate
4. Ensure a detailed and well thought out CPD programme is in place for academy staff which challenges current methods and promotes developmental people.
5. Deliver a coach competency framework that enhances staff performance and gives detailed and relevant feedback
6. Develop Development action plans for staff ensuring as a club we challenge staff to become better and we give them the platform to be able to deliver.
7. Regularly review the coaching programme to ensure it meets the club playing philosophy and is achieving the outcomes set out within the performance targets of the academy coaching programme
8. Be responsible for the player progression meetings held every twelve weeks ensuring multi-disciplinary input and the creation of individual learning plans across the age groups.
9. Create succession planning documents for both players and staff therefore futureproofing the academy and aiding recruitment strategies
10. Attend all Academy management team meetings representing the academy coaching staff
11. Create a workable and productive meeting schedule for all academy staffing departments to ensure the smooth operation of the overall coaching department and therefore creating a clear line of communication linked to decision making.
12. Manage the work schedules for the academy coaching staff optimising performance and use of contracted hours.
13. Conduct monthly performance meetings with full time members of coaching staff through KPI model so that clear expectations are in place and personal improvement plans can be created.
14. Manage the overall academy games programme ensuring there is a varied, challenging programme that is bespoke to Blackpool FC.
15. Attend EHO course and represent the club in a positive light whilst developing yourself and using ideas to implement positive change within the academy.

Applicants should send a copy of their CV together with a covering letter to
youth.admin@blackpoolfc.co.uk

The deadline for applicants will be 5pm on Friday 18th September



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