



# Vacancy

## Head of Academy Coaching

An exciting opportunity has arisen at Bolton Wanderers for a Head of Academy Coaching.

### Purpose of role:

- To establish a sustainable system and approach to coach development within the Academy.
- To develop coaches so that they improve and perform to the best of their potential and are consequently able to maximise the potential of the players that they work with.

### Key Responsibilities:

- Ensure the Academy's coaching curriculum is consistently delivered in line with the Academy's playing philosophy and coaching philosophy.
- Manage the day-to-day performance of Lead Phase Coaches; provide clarity regarding expectations, regular feedback and appropriate support to enable strong performance in the role of a Lead Phase Coach.
- Implement a coaching structure (and roles) that supports the delivery of the APP and that people are selected for these roles according to fit.
- Ensure coaches have a clear understanding and acceptance of their development needs.
- Work with coaches to develop their abilities and potential.
- Ensure every coach has a personalised Development Action Plan (DAP) that is tailored to meet their needs and which they buy-in to as a 'living' document.
- Design and deliver development interventions based on the Academy Performance Plan (APP) and common aspects identified in coach DAPs.
- Ensure coaches understand how to work effectively in a multi-disciplinary team (MDT) and can identify and believe in the benefits of doing so.
- Ensure the qualification status of the Academy's coaching workforce is assessed and all coaches hold required qualifications for their role/age group and have a CPD plan to ensure licencing is up-to-date.
- Contribute to the development of an elite learning environment where people take responsibility for their own development, feel able to learn from their mistakes and have opportunities to experiment outside of their comfort zone.
- Implement a Club specific Coach Competency Framework (CCF) to monitor and evaluate coaches in order to develop DAPs and group coach development opportunities.

### Experience & Knowledge

The Head of Coaching must have experience of working in at least 3 of the following roles:

- A football coaching role
- A people development role
- A role which involves a significant amount of mentoring/coaching
- A role which involves working in an elite learning and/or performance environment
- A role which involves a significant amount of sport coaching in an elite learning and/or performance environment
- A role which requires coach development in a high-performance environment
- An education/pedagogy role

The Head of Coaching must have knowledge and/or experience of at least 3 of the following:

- The process of learning in coaches (andragogy)
- The process of learning in young people (pedagogy)
- Running and designing development programmes
- Football (not necessarily as a coach/high level player)
- Leading a team
- Managing people
- Psychology (Sports or other)

**Qualifications:**

The Head of Coaching must have the following:

- Level 4 sports coaching qualification or relevant level 4 professional qualification/degree in people development (football or other). NB: Advanced Youth Award to constitute a Level 4 qualification for this purpose
- Safeguarding and Protecting Children
- DBS clearance
- FA Level 2 Emergency First Aid in Football

The following qualifications are deemed to be useful to the HOC but their absence should not preclude someone from being recruited into the role if their experience and characteristics fit:

- Level 4 'UEFA A Licence' qualification in football
- Level 5 'Pro Licence' qualification in football
- FA Advanced Youth Award
- Qualification in Education such as PGCE, Pedagogy MSc etc.
- Coaching/Mentoring Qualification
- Psychology Masters (Sport, Occupation, Education)
- Coach Education qualification
- Sport Science Degree
- Degree (any subject)

Salary dependent on experience.

To apply, please email [academy@bwfc.co.uk](mailto:academy@bwfc.co.uk) to request an application form.

**Closing date Friday 21<sup>st</sup> May 2021 with interviews the week following.**