



Blackburn Rovers Football & Athletic Ltd

Job Description

Job title:	Head of Academy Coaching
Department:	Academy Coaching
Location:	Blackburn Rovers Academy, Brockhall Village, Old Langho, Blackburn, BB6 8BA. Flexibility regarding location is required.
Reports to:	Head of Academy
Responsible for:	All Academy coaching staff
Hours of work:	37.5 hours per week plus any additional hours necessary for the performance of duties. This will include regular evening and weekend work.
Contractual Status:	Permanent
1. Job purpose:	Working in consultation with the Head of Academy, to implement an innovative and forward thinking approach to lead and manage the coaching department within the Academy. This will involve the management of all aspects of the programme and the development of staff, using a variety of strategies and methods aligned to the Club's philosophy and long-term vision in developing players to transition into our first team and beyond.
2. Duties and responsibilities:	<ul style="list-style-type: none"> To be committed to ensuring the safeguarding and welfare of all elite players, promoting their well-being whilst maintaining professional boundaries; To be responsible for implementing all aspects of coaching within the Academy Performance Plan including updating the ASA system for EPPP Audit purposes; In conjunction with the Head of Academy, oversee the Academy coaching curriculum to ensure it is aligned through the Academy and closely linked to the playing philosophy of the first team and Club; To oversee the individualised technical programme for players through an interdisciplinary approach across the Academy; To oversee and lead the process and implementation of the player review systems and individual learning plans (ILP); To work closely with senior lead coaches to ensure all aspects of planning and delivery of sessions are recorded effectively by the appropriate software adopted by the Club; To be responsible for designing and delivering the Club's continued professional development (CPD) programme which shall reflect the Club's playing and coaching philosophy; To support the Head of Academy working with teams/coaches in managing the transition and pathway for players through the Academy system; To regularly liaise with first team staff to ensure alignment is implemented and good practice shared from first team coaches into the Academy system; In conjunction with each of the Club's coaches, plan, deliver and monitor the delivery of individual development plans for each coach through a coaching competency framework (CCF); To hold an active role in making key decisions on all aspects of the football programme as part of the academy technical management team; To drive and discuss player progression with relevant staff across the Academy linked to the Academy depth charts; To deliver specific CPD events for coaches as a group and also individualised 1:1 support for coaches; Undertake the Club's performance management process with staff reporting to this role; To liaise with parents of players as and when required;



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<p>3. Skills required:</p>	<ul style="list-style-type: none"> To lead and manage the coach observation / feedback process to develop coaches across the Academy; Manage, oversee and drive the coaches' qualification database to ensure all coaches are qualified to the required levels; To liaise with external organisations/club support with regard to the coaching aspects at the Academy when required; Support the Head of Academy / Senior Phase Coaches with the recruitment process when required; Provide support to players as and when necessary; To liaise with specialised staff in other departments to continually develop all aspects of coaching within the Academy; and To be the deputy designated safeguarding officer for coaching at the Academy, ensuring familiarity and compliance with and commitment to safeguarding policies and procedures. <p><u>As part of the Academy Senior Management Team (SMT) - key responsibilities include:</u></p> <ul style="list-style-type: none"> The SMT has a responsibility to ensure the Club's football philosophy and core values are embedded within the Academy environment; The SMT is responsible for the development and implementation of the Academy performance plan; The SMT manage the transition of players through each phase by implementing a specific process; The SMT is responsible for setting, monitoring and evaluating departmental targets in relation to the overall Academy performance; The SMT will be responsible for implementing various Academy policies and procedures. It will meet on a monthly basis to discuss Academy issues and make relevant decisions across all aspects of the Academy structure; and Review and implement the various HR and safer recruitment policies when recruiting new staff into the Academy environment. <p><u>As part of the Club's Technical Board (TB) – key responsibilities include:</u></p> <ul style="list-style-type: none"> Support the TB in the agreement and sign off at the start of each season; Support other TB members in monitoring and evaluating the progression of Academy players through the system and the pathway to the first team; Support other TB members in defining and implementing the Club's football philosophy and core values; and Discuss and provide active input with regard to key Club decisions across the varying departments and Club-wide issues.
<p>3. Skills required:</p>	<ul style="list-style-type: none"> The ability to lead and motivate teams and individuals; To be able to work as part of an inter-disciplinary team; The ability to work independently and proactively with minimum supervision; Excellent communication skills and emotional intelligence; The ability to prioritise and meet tight deadlines; Good listening skills (particularly pastorally for players); Good level of analytical skills; Competent use of key IT programmes including Microsoft Word, Excel, PowerPoint as well as key online systems; The ability to problem solve; A flexible approach to work to meet the business needs; To be innovative in thinking and moving the department forward;





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	<ul style="list-style-type: none"> Professionalism; and The ability to act with discretion and confidentiality.
4. Knowledge required:	<ul style="list-style-type: none"> Good knowledge of safeguarding/child protection policies and procedures; Excellent knowledge of various training models within the Academy; Knowledge of key strategies to develop coaches within the Academy system; Knowledge of varying methods in providing effective feedback/support in developing coaches; Knowledge and understanding of developing coaching curriculums for varying age groups through the Academy system; An understanding of player development and the impact coaches can have; An understanding of the “Coaching Pathway” in relation to qualifications set out by external stakeholders; Knowledge of player development models and the key strategies and methods to implement for young players; and Knowledge of player development models which align from senior level into the Academy system.
5. Qualifications required:	<p>Essential:</p> <ul style="list-style-type: none"> UEFA A Licence; Advanced Youth Award; FA Youth modules 1-3 & Assessment; FA First Aid; and FA Safeguarding <p>Desirable:</p> <ul style="list-style-type: none"> UEFA Pro Licence
DBS check required:	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 **5:00pm on Friday 24th June 2022**. To apply, please email your application form and covering letter to recruitment@rovers.co.uk. CV's will not be accepted.

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 successful applicant will be required to undertake appropriate safeguarding checks as well as providing proof of right to work in the UK.



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