



Role Profile

Job Title:	Academy Head of Coaching
Reports to:	Academy Manager
Purpose of the Role:	<ul style="list-style-type: none">To lead the development of all Academy coaches so they perform to the best of their potential by establishing a sustainable approach to coach development.To lead the continued development and implementation of the Academy curriculum, coaching and playing philosophy across all phases.To manage the day-to-day performance of full time Academy coaches.
Dimensions:	Full Time, based at Robins High Performance Centre (BS8 3TN), BCFC Academy (BS34 8LP) and other sites as required. National travel is an essential requirement for the role.
Salary Band:	Circa £37,500 (dependant on experience).

Key Performance Indicators

- Head of Schoolboy Coaching, Senior Professional Phase Coach & Head of Academy Goalkeeping are line managed / appraised alongside their job roles/development plans.
- Each coach within the Academy (U7-U23) has a clear understanding of their development needs via an individual coach development plan and is coaching within an age-appropriate setting.
- Organise and lead the Academy Coaches CPD Programme (both internal & external) based upon the needs identified through individual's coach development plans.
- Revision and amendment of the Academy curriculum, coaching and playing philosophy to ensure the most appropriate development programme is in place.
- Ensure compliance with necessary EPPP regulations with all Academy sessions and fixtures, with a focus on the development of individual players.
- Review, revise and implement Bristol City's Coach Competency Framework (CCF).
- Department is 100% on budget



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Detailed Accountabilities/Responsibilities

Self-Development

- Undertake self-development to ensure knowledge in relation to all aspects of coaching and coach development is up to date and forward thinking.
- Enrolment and commitment to the EHOC development programme.

Staff

- Lead Academy Head of Schoolboy Coaching, Senior Professional Phase Coach & Head of Academy Goalkeeping staff appraisals and regular performance management.
- Ensure all Academy coaches are performance managed in an appropriate fashion.

Coach Development

- Working closely with all Academy coaches, acting as a mentor and developer, to ensure the programme is being delivered to the highest possible standards and coaches develop their own potential.
- Leading a programme of continuing professional development & coach development plans for the full time and part time Academy coaches at the club to ensure the implementation of the programme and their development.
- Provide a clear, up-to-date training needs analysis (TNA) of every coach
- Observe coach performance and provide feedback to aid performance
- Ensure every coach has a personalised coach development plan
- Implementing the Coach Competency Framework, specific to the needs of Bristol City.
- Utilise external partners and Governing bodies to help support the coach development programme.

Coaching Programme:

- Ensure compliance with necessary EPPP regulations with all Academy sessions, with a focus on the development of individual players.
- Leading the continued development of the Academy's coaching curriculum alongside the clubs coaching & playing philosophy.
- Ensure a uniform, but also age-appropriate approach to training and fixtures.
- Work closely with Academy Manager, Player Pathway Manager, Head of Schoolboy Coaching, Senior Professional Phase Coach & Head of Academy Goalkeeping to ensure the coaching programme is correctly aligned to individual player development.

Qualifications:



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Detailed Accountabilities/Responsibilities

- Ensure all coaches hold the required mandatory qualifications and are in date with licensing requirements.
- Manage coach development budget to support the continual upskilling and development of coaching staff.

Reporting/Communication:

- Establish and maintain an agreed methodology of communication with coaches each week to ensure a collaborative approach
- Monthly report prepared for Senior Academy Management Team, which in turn feeds into Academy Board report.
- Contribute to Academy Head of Department meetings, reporting back on agreed KPIs.

Other:

- Lead the annual publication of the coach's handbook, detailing the ways of working within the Academy.
- Ensuring that Players' welfare and safeguarding is protected at all times.
- Undertaking administrative tasks related to the role, e.g. PMA and database input.

Experience Required

EXPERIENCE REQUIRED (must have experience of working in at least 3 of the following roles):

- A football coaching role
- A people development role
- A role which involved significant mentoring/coaching
- Extensive experience of developing individual coaches and players across all phases in an elite Academy environment.
- A role which involves working in an elite learning and/or performance environment
- A role which involves a significant amount of sports coaching in an elite learning and/or performance environment
- An education/pedagogy role

Must have knowledge and/or experience of at least 3 of the following:

- The process of learning in coaches
- The process of learning in young people



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Experience Required

- Designing football development programmes for elite players
- Leading a team
- Managing people
- Psychology

Personal Specification

ESSENTIAL

- Dedication and passion to developing, mentoring and supporting coaches; not distracted by wanting to manage/coach a team
- Be able to work as part of a team, but also lead on own initiative
- Ability to form a positive, trusting and supportive relationship with a variety of coaching staff
- Have empathy, be supportive and encouraging to developing others
- Be an honest, clear communicator with confidentiality at all times
- Ability to put the needs of young players and the Football Club ahead of all else
- Be flexible to the dynamic nature of the Academy and football demands
- IT literate, across all required platforms (outlook, word, excel, required software platforms)
- Being a positive role model to our players at all times
- Understanding of the requirements to play Professional football, at all levels.
- UEFA A Licence
- FA Advanced Youth Award.
- FA Safeguarding Children Certification & DBS Clearance.
- FA L2 Emergency First Aid in Football (EFAiF).

DESIRABLE

- Previous experience of the Elite Player Performance Plan (EPPP)
- Previous experience of working with and developing elite staff
- Degree / MA within a related subject.



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Personal Specification

- Education Qualification / experience.
- Coach Educator.
- UEFA Pro Licence