



Role Profile

Job Title:	Lead Cell Coach U16-U15
Reports to:	Academy Coach Development Manager
Purpose of the Role:	Lead the coaching programme and provision for all players within the U16-15 coaching cell.

Accountabilities/Responsibilities

Overview:

- Lead the coaching and individual development of players within the specific age group cell.
- Lead match day organisation of squads and team relevant to your cell.
- Lead the match day for the oldest age team within the cell.
- Ensure all sessions are logically planned against the coaching curriculum, with clear learning objectives, applicable to each individual.
- Responsible for ensuring all players have comprehensive understanding of their individual tailored learning objectives applicable to both training and matches.
- Ensure all players within the cell receive comprehensive, 6 week (informal) and 12 week (formal) reviews as per the Academy's required format and clearly relate to their learning objectives.
- Demonstrate the ability to adapt curriculum practice to the needs of the individual and group.

Ensure within the cell:

- The delivery of coaching is based on evidence based principles that ensure effective learning environments within coaching sessions and games.
- Coaches create an environment in order to increase players independence and reduce coach dependency
- Coaches are given guidelines regarding feedback methods to facilitate player learning and skill acquisition
- Coaches create realistic game-related problem solving situations for players
- Coaches create conditions to encourage Fair Play, Team work and Leadership among players
- The coaches clearly understand the club position related to the development of 'winning' within development and how it should be incorporated into the learning environment.
- Each coach understands the implications of relative age effect, early and late development.
- Coaches use principles in regards to achieving differentiation
- Session content demonstrates the principles as set out in playing and coaching philosophies.
- A range of review methods and sources are used appropriately to ensure session learning objectives are being met.
- The coaches develop game plans linked to the playing and coaching philosophy to ensure continuity



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- Coaches deliver game plans and instruction during matches in line with the Academy's coaching philosophy
- Team and individual learning objectives from games are reviewed to track progress, focus effort and stimulate learning
- Time is allocated for game reviews
- Reviews are done in a meaningful way that players engage with and respond to
- Players are aware of how game plans connect to the wider curriculum
- Game plans are adapted when taking into account insights generated through reviews
- Integrates appropriate psycho/social/physical inputs
- Has age-specific learning aims linked to the playing style for each age group
- Demonstrates an understanding of the principles of skill acquisition of players at different ages, which is clearly integrated into the delivery of each session.
- A process that ensures a smooth transition and formal handover takes place and that player progress is not adversely affected due to a change in coach, age group or between cells.

Delivery Standards:

Ensure coaches within your cell meet delivery standards in the following areas (non-exhaustive):

- Planning, preparation and review, Dress, Behaviour, Referees, Parents, Opposition, Collaboration with multidisciplinary teams, autonomy, use of appropriate learning aids to elevate coaching messages, appropriate application of safeguarding practice, take part in regular review of coaching principles.

Qualifications and Competencies

ESSENTIAL

Each coach must from the commencement of and throughout their employment hold:

- an up to date UEFA B Licence
- an FA Youth Award; and
- an up to date FA Advanced Youth Award with the age-specific specialist element relevant to the Development Phase which they coach.
- an up to date EFAIF.

Extensive experience of developing players in a player-centred model within the schoolboy development phase of an Academy.

Understanding of the requirements to play professional football at all levels.

Ability to work collaboratively as part of the team, and lead with own initiative.



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Qualifications and Competencies

Be empathetic, supporting and encouraging to help others.
Have an open, growth mindset.
Be an honest, clear communicator.

DESIRABLE

- An up to date UEFA A Licence

KEY COMPETENCIES

- Ability to work as part of a team.
- Planning and organisation.
- Attention to detail.
- Ability to create a development environment.
- Ability to communicate with a variety of stakeholders.

Salary:	
Contractual Status:	Permanent (Full-Time, 40 hours per week)
Location:	The Robins High Performance Centre, SGS College and Ashton Gate, Bristol.