

ACADEMY MANAGER

Derby County Football Club, established in 1884, is one of the founder members of the English Football League and has a rich and varied history, including two First Division titles in 1972 and 1975 and an FA Cup success in 1946. The club are currently playing in League One, the third tier of English Football, and is under the management of Head Coach, Paul Warne. The club boasts a successful and respected Category One Academy, a status which has been held since 2014. Derby County is embarking on an exciting new era following the change in ownership to Clowes Developments (UK) Limited. Our track record of producing talent is outstanding, and we intend to protect that proud legacy, investing in key roles within the club to build on the foundations in place for success.

We are looking to appoint an Academy Manager to effectively lead, manage and direct our Category One Academy, to successfully achieve the strategic aims and objectives of the Academy, in accordance with the overarching Club strategy, vision, culture and philosophy.

Working collaboratively with the First Team Head Coach, and the Medical, Recruitment and Performance departments, the Academy Manager will ensure a truly multi-disciplinary approach is both embedded and aligned on the playing philosophy and player development.

The Academy Manager will be responsible for the design, communication, delivery and monitoring of the Academy Performance Plan to ensure the Academy retains Category One Academy status, whilst always ensuring that the development of Academy players for both the club and the wider football pyramid is paramount.

Key Responsibilities

- To work with the Football Executive team to define and implement the Club's Playing Philosophy, Coaching Philosophy and Curriculum, Player Recruitment and Succession Plan.
- To ensure the agreed Playing Philosophy, Coaching Philosophy and Curriculum, with Key Performance Indicators (KPIs) are clearly defined in the Academy Performance Plan each season, and subsequently communicated to the wider Academy team for clear alignment and implementation, with regular updates provided to both the Football Executive team and the Board of Directors.
- To develop and implement the Academy strategic plan that embeds mechanisms for delivery and review to ensure EPPP compliance and PGAAC audit requirements are consistently met to retain Category One Academy status, whilst always ensuring that the annual Academy budget is monitored and managed effectively.
- Positively leads, manages and develops a high-performance multi-disciplinary team within the Academy that operate within a psychologically safe environment, whereby all staff are encouraged to share ideas and best practice for both operational and personal development.
- To support the Head of Coaching to ensure that the design, implementation and management of the Academy's Coaching Programme is aligned to the overall club coaching philosophy and player development plan, and as such, there is a balanced approach to the development of academy players within a high-performance

environment that ensures all levels of ability are given equal focus and development opportunity to progress in the game.

- To actively prioritise, promote and support best practice within safeguarding, providing the safeguarding team with the appropriate time and resources to ensure that safeguarding is embedded within the Academy, and that all staff understand their individual responsibility for safeguarding children and young people within the Academy, so as to ensure the highest standards for safeguarding children and adults at risk.
- To provide leadership and direction to ensure that the clubs Equality, Diversity and Inclusion policies and procedures are both understood and consistently embedded within the Academy.
- To encourage, support, and provide equal opportunity for all Academy staff to develop and improve their skills via Continuous Professional Development (CPD), ensuring that staff receive regular constructive feedback via both informal and formal one-to-ones and appraisals.
- To ensure that the performance of the Academy's educational provision correlates with the performance targets identified in the Club's Academy Performance Plan. In conjunction with the Head of Education, ensure that the Education Programme offers the most effective educational and wellbeing curriculum to maximise the educational potential of Academy players.
- To actively create and foster excellent external relationships with parents/guardians, governing bodies (PL, EFL, FA,), and other external parties to promote and reinforce the positive reputation of the Academy and the Club.

Key Competencies and behaviours

- Has a genuine and honest belief in a vision led approach; seeks to understand the purpose and vision of the club so as to proactively align their values and behaviours to the club culture and philosophy and incorporate them into the day-to-day operations of the department.
- Has the ability to lead, organise, delegate and plan based on a long-term vision and strategy, with a clear understanding and belief that the needs and desires of the wider organisation should always take priority over the individual, and that it is their responsibility to always convey this positively and pro-actively.
- Ability to lead high-performance individuals, providing pro-active support and guidance, whilst also not afraid to immediately challenge and manage poor performance and/or behaviours/attitudes.
- Has excellent communication and people skills, with a natural ability to build effective and trusted professional relationships with everyone associated within and outside the club, with a genuine desire for continuous improvement, actively seeking open and honest feedback at every opportunity.

- Has the ability to review large amounts of information to make informed and considered decisions, and is confident in delivering such decisions to ensure buy-in and trust from others.
- Has a high level of self-awareness with an ability to regulate their own behaviours, even in challenging circumstances, so as to ensure a professional outward impression is consistently given to others.

Essential Qualifications & Experience

- UEFA 'A' Coaching Licence
- FA Youth Award
- FA Advanced Youth Award
- Previous experience within a leadership role in a football Academy setting, with experience of working with the Elite Player Performance Plan (EPPP) and PGAAC auditing process

Desirable Qualifications & Experience

- Elite Academy Managers Programme
- Previous experience as an Academy Manager of a Category One Academy
- Level 5 (or equivalent) Operational Management Qualification

This is a full-time position based at our training ground in Oakwood, Derby.

Competitive salary dependent on experience.

Derby County employee benefits include:

- 25 days annual leave plus bank holidays
- Two complimentary staff season tickets
- Two complimentary staff away memberships
- 20% discount at [DCFC Megastore](#)
- Company Pension with Aviva
- Discounts with select Club partners and sponsors
- Healthshield [Cash Health Plan](#) to support employee health and well-being and [Perks](#) for great deals and discounts
- Participating in our employee forum, 'The Herd'
- Training and development opportunities
- Access to programmes and volunteering opportunities with Derby County Community Trust
- Subsidised lunchtime meals at Moor Farm

Derby County Football Club is committed to safeguarding and promoting the welfare of children, young people and adults at risk, and expects all staff and volunteers to share this commitment.

As part of the Club's commitment to providing a safe environment for children and young people, applicants should be aware that this post is subject to an Enhanced Disclosure and Barring Service (DBS) Criminal Record Check.

Derby County Football Club is an Inclusive Club for all and is committed to Equality and Diversity.

To apply for this role, please complete an application form, which can be found [HERE](#).

Alternatively, please copy and paste - <http://thera.ms/apply> - to your chosen browser.

More information can be found at <https://www.dcfc.co.uk/page/jobsandcareers>

The closing date for receipt of applications is **31 May 2023**. We reserve the right to close the vacancy early.

Strictly no agencies please.

Derby County Football Club's Job Applicant Privacy Policy can be found at [dcfc.co.uk](https://www.dcfc.co.uk).