



## ROLE PROFILE

### Our Guiding Principles

**Pioneers; Confident Custodians; Action Orientated; Open & Inclusive; Service Excellence**

Title:	U15-U16 Head Coach
Reporting to:	Head of Academy Coaching
Direct Reports:	All U15-U16 Coaching Staff
Based at:	Motspur Park
Date of Issue:	February 2023

#### General

Our Values are simply the things that are most important to us and will be demonstrated through the way in which we behave in achieving our business objectives. Our people are at the centre of the delivery of our Club Values.

#### Position Purpose

1. To lead and facilitate the coaching programme for all academy players and staff across the U15 & U16 age groups in line with the Academy's Strategy.
2. Develop the wider academy programme, contributing towards the academy coaching and playing philosophy as well as any broader development of the Academy.

Responsibilities (below are example responsibilities but this is not intended as an exhaustive list)

#### Coaching

- Establish and continually refine Season Plans for both the U15 and U16 age groups, shaping the player development programme in line with group and individual player needs
- Lead weekly Multi-Disciplinary Team meetings guiding holistic player development and facilitating collaborative approaches to planning and reviewing
- Lead coaching sessions across the U15 and U16 age groups which align with Season Plan commitments & players Individual Learning Plans (ILP's)
- Manage the Games Programme in line with the Season Plan to ensure teams and players gain appropriate and varied matchday experiences
- Support the U15 and U16 Multi-Disciplinary Team (including Coaches) in integrating player development across disciplines and age groups
- Integrate and connect the U15 and U16 groups with the U14 and U18 programmes, for the benefit of player development
- Support the delivery of wider Academy activities, including the U14 & U18 training and games programmes
- Plan, upload and reflect systematically on all coaching sessions delivered
- Complete Game Plan Reports for the U15 and U16 age groups fixtures
- Ensure all players Performance Clocks are up to date

## Coordination/Management

- Oversee the implementation of the academy code of expectations
- Oversee the implementation of the club's safeguarding policies
- In collaboration with other Department Heads design and oversee the delivery of the Academy Day Release programme for the U15 and U16 groups across the Academic year
- Work in collaboration with the Talent ID & Pathway Manager & the Head of Player Development to support the retention, recruitment, and development of players in the Academy
- Play a leading role within the Succession Planning process, making recommendations around registrations, delivering key decisions to players and their families, and providing insight around long term player potential
- Work with the Academy Management team to provide on-going support to players and families who are transitioning out of the Academy
- Lead all player reviews, iteratively, contributing to an on-going, continuous process of support for the U15 and U16 age groups
- Manage the completion of all age group player ILPs for the U15 and U16 age groups in collaboration with other disciplines and the Head of Player Development
- To lead on all U15 & U16 Player & Family Inductions.
- Manage individualised post-match reflection processes for players with the U15 and U16 age groups
- Provide on-going support and feedback to trialists while on trial at the Academy
- Develop and sustain frequent, consistent, and supportive communication with all players and their families to support transitions into Professional Football

## Analysis

- In collaboration with the Insights Manager and the U15-U16 Analyst, align analysis, data and reflection to team and player needs
- Align video to team and individual commitments, supporting team and individual player development
- Support the creation of individual player statistical reports in measuring playing performance in line with the academy philosophy

---

## Health & Safety

---

As confident custodians, all staff must adhere to the Club's Health and Safety policy as well as comply with all role specific health and safety requirements. In addition, all staff have the responsibility to report any breach or potential breach in health & safety to a member of the H&S committee or senior manager.

---

## Equal Opportunities

---

We are committed to supporting an environment where all staff have a personal responsibility to uphold the Club's Equal Opportunities Policy by treating fellow employees, prospective employees, casual workers, prospective casual workers, players, prospective players and customers fairly and impartially.

---

## Safeguarding

---

Fulham Football Club acknowledges that everyone has a responsibility for the wellbeing and safety of children, young people and adults at risk who are under the Club's care or utilising the Club's facilities.

As part of Fulham Football Club's commitment to providing a safe environment for children and adults at risk the Club requires all staff in child, young person and 'adult at risk' facing roles:

- To be clear about the Clubs' responsibilities when running activities for these groups;
- Will have read and understood the suite of safeguarding policies including safeguarding children policy, adults at risk policy, anti-bullying policy, whistleblowing and equality policy;
- Understand and promote staff and players code of conduct;
- Will understand how to refer a concern;
- To be consistent role models;

- To complete the Fulham safer Working Practice Workshop as part of induction and the FA Safeguarding Children workshop; and
- To monitor repeated incidents of poor behaviour and liaise with their DSO or Head of Safeguarding.

---

## Qualifications

---

It is a requirement of the role that you hold and continue to hold throughout the entirety of your employment, such up-to-date credentials, permissions, documents, licenses, certificates and/or other similar documents, as are necessary for you to live and work in the United Kingdom and perform your role in accordance with the applicable rules, regulations, orders and guidance of FIFA, UEFA, the Football Association, the Premier League, the Football League, the Youth Development Rules, the Elite Player Performance Plan requirements (the “Governing Bodies”).

For the avoidance of doubt, it is your responsibility to ensure that you hold such permissions, documents, licences or certificates, which may (depending on the precise scope of your role from time to time) include coaching badges, academic or professional qualifications, first aid certificates, health and safety certificates, safeguarding certificates and/or CPD records. Further, it is also your responsibility to ensure that you attend such training (whether internal or external) as may be required from time to time under the applicable rules, regulations, orders and guidance of the Governing Bodies, or as the Club otherwise deems appropriate.

---

## Person Specification

---

ESSENTIAL	PREFERRED
<p><b>Experience:</b></p> <ul style="list-style-type: none"> <li>• Working with academy footballers at a Category 1 or 2 level.</li> <li>• Working as a Head Coach with players in the Youth Development Phase (13-16) or Professional Development Phase (16-21).</li> <li>• Working full time in high level sporting or education environments.</li> </ul>	<p><b>Experience:</b></p> <ul style="list-style-type: none"> <li>• Working in a Category 1 Academy environment.</li> <li>• Have a minimum of 5 years coaching experience.</li> <li>• Have a minimum of 3 years coaching experience in the Youth Development Phase (13-16).</li> <li>• Previous experience of working with players and families through the scholarship decision making process.</li> </ul>
<p><b>Skills, Knowledge &amp; Qualifications:</b></p> <ul style="list-style-type: none"> <li>• To hold appropriate and up to date qualifications to conform to PL Academy Licence requirements.</li> <li>• Sound coaching knowledge including knowledge around the game of football and the process of learning.</li> <li>• Knowledge of regulations in relation to working with children including Child Safeguarding.</li> </ul>	<p><b>Skills, Knowledge &amp; Qualifications:</b></p> <ul style="list-style-type: none"> <li>• UEFA A Licence &amp; FA Advanced Youth Award.</li> <li>• Appreciation of youth football protocols.</li> <li>• An understanding of player development across other sports, countries and/or clubs.</li> <li>• A related degree and or further education certificate.</li> </ul>
<p><b>Personal Qualities:</b></p> <ul style="list-style-type: none"> <li>• To ensure the highest levels of Professionalism in organisation, delivery and conduct.</li> <li>• To demonstrate an engaging personality that supports learning, education and enjoyment of players.</li> <li>• To be progressive in nature, forward thinking and have a growth mindset.</li> <li>• To be person(player)-centred in their approach to development.</li> <li>• Able to demonstrate resilience during typical challenges experienced within coaching contexts</li> </ul>	<p><b>Personal Qualities:</b></p> <ul style="list-style-type: none"> <li>• Consistently demonstrates openness &amp; inclusiveness</li> <li>• Always action orientated, especially when facing solvable problems</li> <li>• Demonstrates pioneering qualities when delivering or planning</li> <li>• An understanding of the importance of being a confident custodian for a historic organisation such as Fulham Football Club</li> <li>• Evidence of delivering service excellence in multiple ways</li> </ul>