



Grimsby Town Football Club

Youth Development Phase, Age Group Coach - Job Description

We don't just work for Grimsby Town Football Club — we *are* Grimsby Town Football Club. It's a remarkable story that began in 1878 and has continued uninterrupted ever since.

There is nothing bigger and nothing more powerful in uniting so many people — through purpose, passion and pride — than a football club. It's people's identity. It's their family; their heritage. It's where they belong. This is something that cannot be undone. The bond, ties and loyalty are forever. And by being here, we are part of the story.

This is no ordinary job. This is an extraordinary opportunity. We are more than staff, players, managers, coaches, analysts, physios, stewards and volunteers. We are friends, supporters, promoters, entertainers, role models and, in some cases, idols and legends. But we cannot be any of these things without each other.

None of us is bigger than all of us. Every day, we strive for better. We are a football club, but we're at the heart of something much bigger. A club formed from its community now has the power to define its community. We are today's authors of this black and white story.

This moment has been 143 years in the making. And the next chapter is in our hands. Together, we can achieve greater things. And to achieve greater things we need a great team, and this is where you come in.

Job Title	Youth Development Phase, Age Group Coach
Line Manager	Youth Development Phase Lead.
Contract	Permanent
Salary	Dependent on qualifications and experience
Holiday entitlement	28 days includes Public and Bank Holidays (pro rata in relation to hours)
Key internal relationships	Academy Manager, Head of Academy Coaching, Operations Manager, Lead FDP Coach, Lead YDP Coach, Head of Academy Sports Science and Medicine Head of Recruitment, Education and Welfare Officer, Safeguarding and Welfare Officer, Academy Goal Keeper Coach.

Purpose of the job

To coach and manage a Youth Development Phase age group within the Academy.

• Main Roles & Responsibilities

- To liaise with the Youth Development Phase Lead and Head of Academy Coaching on all matters relating to the age group.
- To work in line with the Academy Philosophy, upholding the Academies 'aims, vision and values' at all times.
- To work within and uphold all the Academies policies, procedures, codes of conduct, guidance documentation and best practice guidelines, including; Safeguarding, Health & Safety, Equality, Inclusion and Diversity and Codes of Conduct.
- To deliver the age specific Academy coaching syllabus to the age group as per the Academy timetable.
- To complete weekly session plans and individual player reviews and assessments and upload to the PMA in accordance with the designated coaching syllabus.
- To coach and manage a Youth Development Phase age group in the scheduled Academy games programme.
- To complete all administrative requirements for the respective age group, inputting all data on the PMA in a timely manner.
- To attend and play an active role in regular staff meetings, for both the phase and whole Academy, reporting on Youth Development Phase, age group issues, including: player performance, progression and development.
- To maintain appropriate levels of individual CPD as outlined within the Youth Development Rules and as required to retain FA Licensed coach status.
- To liaise with the Youth Development Phase age group players' parents/carers with regards to player development and progress at the Academy.
- Ensure awareness and implementation of best practice policies and guidelines.
- To show clear evidence of planning and evaluating age group training sessions and player development. • To ensure that all relevant PMA administration is kept up to date for the age group, including; session planning, evaluations, attendance registers and match assessments (this list is not exhaustive).
- Provide players within the age group Individual Learning Plans (ILP's).
- Ensure age group, player assessments & evaluations are up to date and complete on the PMA, including player feedback.
- To develop and maintain positive relationships with grassroots teams, managers, coaches and other such officials.
- Provide players with clear, concise and appropriate match day objectives for every age group game.
- To provide weekly reports on matches and individual performance and progress within the age group.
- To contribute to an Academy best practice session plan library.

- Provide player objectives, ensuring they are available and visible before every session and match.
- To ensure 6 weekly reviews, half and yearly assessments are compiled and delivered in a timely and appropriate manner prior to player and parent meetings.
- To ensure match day objectives are completed and visible for all age group players for all age group games. To ensure all age group players play a minimum of 50% of the games programme.
- To be prepared to do any other duties, as required to further the development of the Club and Academy as and when required.

Qualifications, Knowledge & Experience

To be able to deliver this role, there are qualifications, skills and experiences we are looking for.

Qualifications - Essentials:

- UEFA B License
- FA Youth Award
- FA Advanced Youth Award
- FA Safeguarding Certification
- Basic First Aid for Sport (BFAS)

Knowledge, Skills & Experience:

- Strong Leadership and Management Skills
- Excellent Communication Skills
- Experience working with the Premier League PMA System
- A working knowledge and understanding of professional football
- Experience in talent identification and recruitment of players
- An understanding of Sports Science and medicine
- Competence in all MS Office packages with experience of recording and reporting information
- Experience in talent identification and recruitment of players
- Experience of dealing with minors and an excellent understanding of Child Protection and Safeguarding procedures including the relevant clearances for individuals
- An understanding of the EFL Youth Development rules and regulations
- Previous experience of management within an Elite Sports Environment
- A comprehensive understanding of the Elite Player Performance Plan (EPPP)
- Full clean driving license

B Corporation

Grimsby Town Football Club is currently working towards B Corp Certification. B Corp Certification is a designation that a business is meeting high standards of verified performance, accountability, and transparency on factors from employee benefits and charitable giving to supply chain practices and input materials. To achieve certification, a company must:

- Demonstrate high social and environmental performance by achieving a B Impact Assessment score of 80.
- Make a legal commitment by changing their corporate governance structure to be accountable to all stakeholders, not just shareholders, and achieve benefit corporation status.
- Exhibit transparency by allowing information about their performance measured against B Lab's standards to be publicly available on their B Corp profile on B Lab's website.

B Corp Certification is holistic, not exclusively focused on a single social or environmental issue. And the process to achieve and maintain certification is rigorous and requires engaging teams and departments across the whole organisation. All employees are expected to commit to the journey of achieving B Corporation Status.

Safeguarding Statement (Delete if not required)

Grimsby Town Football Club is committed to safeguarding the welfare of children and young people and expects all staff and Volunteers to endorse this commitment. This post requires an Enhanced Disclosure and Barring Service Check (DBS) as such it is exempt from Rehabilitation of Offenders Act (1974). Therefore, all convictions including spent convictions that have not been subject to filtering by the DBS should be declared". Relevant information and / or documents will be distributed as part of the recruitment process.

Equality, Diversity and Inclusion

Grimsby Town Football Club's commitment to Equality, Diversity and Inclusion is to confront and eliminate discrimination whether by reason of age, gender, gender reassignment, sexual orientation, marital status or civil partnership race, nationality, ethnicity (race), religion or belief, ability or disability, pregnancy or maternity and to encourage equal opportunities (Protected Characteristics, Equality Act 2010).

Employees of Grimsby Town Football Club must ensure a positive commitment towards equality, diversity and inclusion by treating others fairly and not committing any form of direct or indirect discrimination, victimisation or harassment of any description and to promote positive working relationships between all internal and external stakeholders.