

Job Description

Coaching Director

Job title: Coaching Director
Reports to: Managing Director
Location: Home based but with requirement for frequent travel
Contract: Full time - Permanent

Organisation Overview:

Formed in 2001 to improve refereeing standards, PGMOL manage the 600 match officials operating in the Premier League, EFL, Women's Super League and Championship, National League and FA Competitions. PGMOL is responsible for the recruitment, training, development and mentoring of all match officials.

Role Purpose:

Forming part of the Leadership Team, the Coaching Director will have overall responsibility for leading the coaching function. They will create, implement, and drive the PGMOL coaching strategy in order to develop a framework for all PGMOL match officials, ensuring the delivery of a coordinated coaching programme which contributes to effective succession planning at each officiating level, and delivers the performance standards required by the competitions. The role will be pivotal in the creation and implementation of the coaching and performance structures across the country.

Main Duties *(include but are not limited to):*

Strategy

- Create, implement, and drive a world leading coaching strategy, based on best practice policies and processes to support and maximise the potential of all coaches and match officials
- Plan and manage the direction, development and evaluation of coaching services
- Demonstrate the commitment to developing high-performing match officials by ensuring strategic outcomes are delivered
- Work collaboratively with the specialist coaches, match officials and other technical staff to provide progressive and structured coaching support across PGMOL
- Contribute to the overall organisational strategy and support the delivery of strategic goals, including those related to the Elite Referee Development Plan (ERDP)
- Develop and maintain appropriate networks, monitoring the latest developments in coaching practice to ensure that coaching plan remains world leading

Leadership

- Lead effectively all coaching programmes and strategies for all match officials to ensure consistent high standards of performance commensurate with the aims of PGMOL
- Build, manage and develop a strong and diverse coaching team working across all match official roles: referee, assistant referee and video match official to deliver world class coaching services
- Lead the coaching team through the adoption of innovative, performance-focused coaching solutions
- Implement processes and systems to improve efficiency, collaboration and communication across the coaching team and ensure effective integration with the wider Development team
- Develop a delivery structure for coaches to identify individual and group coaching needs and ensure the delivery of coaching services to best meet strategic objectives of PGMOL
- Demonstrate the ability to educate and motivate coaches and match officials to fully engage with professional development and coaching programmes
- Represent and promote the interests of PGMOL in managing relationships with external stakeholders and organisations

Technical

- Work alongside the Select Group Director, National Group Director, Women's Select Group Director and Performance Support Director to ensure that technical requirements are met when implementing coaching programmes to upskill the existing PGMOL match officials
- Lead the Coaching team as part of a multi-disciplinary technical development team to create high performance training environments within the refereeing development pyramid
- Actively contribute to and support the on-going succession planning and development of our future elite match officials
- Work with individual coaches to support the design, co-ordination and delivery of training camp-based coaching workshops to support match officials and coaches
- Develop and implement an effective framework for knowledge sharing and exchange across coaches and across match official groups and levels
- Support the wider coaching team to develop a range of performance measurements to assess match officials' technical and tactical skills utilising quantitative and qualitative evaluation techniques
- Develop and implement the coaching element of the selection and retention processes.
- Conduct needs assessments to support the development of coaching services proposals
- Report and interpret testing results and analysis from other technical staff to assist coaches in making practical use of the results

Key Decisions and Problem Solving

- Responsible and accountable for leading all decisions pertaining to budget, resource allocation, implementation and relationships for the Coaching department
- Identify areas where performance enhancement is possible. Develop and implement evidence-based and performance-focused solutions to match officials
- Provide regular reports and insight at cross-discipline management meetings and to key stakeholders including PGMOL staff

Person Specification

(Experience, qualifications, skills, aptitudes, and personal qualities)

Essential:

Qualifications/experience:

- significant experience of working as with world-class, high-performance athletes in a football environment
- Experience of leading and managing coaching teams in an elite sporting environment
- Experience in the provision of coaching services to athletes to improve performance.
- Evidence of the ability to seek out new knowledge and expertise to positively influence innovative and world-class coach development and performance programmes
- Experience of designing, implementing, and evaluating coaching programmes
- Experience of working within a multi-disciplinary team in the delivery of coaching support to high performance sport

Knowledge:

- Advanced knowledge and training in sports coaching
- Good understanding of how coaching support integrates with the overall development of match officials operating in the professional game
- Demonstrable knowledge and understanding of current approaches to world-class coaching services.
- Knowledge of and experience in English football/English football officiating.
- Knowledge of the Premier League, Football League football, Women's Super League and Championship
- Knowledge of the PGMOL match officials

Skills:

- Leadership and management of large, diverse teams.
- Able to communicate at all levels and drive through change.
- Excellent organisational skills, with ability to prioritise a mixed workload.
- Excellent interpersonal and consultation skills.

- Ability to work independently and demonstrate initiative whilst being a key and supportive member of the Development Management Team.
- Excellent analytical and problem-solving skills.

Behaviours:

- Values integrity
- Accountable
- Collaborative and credible
- Courage to challenge

Desirable:

- Experience of managing budgets
- Knowledge of the requirements of refereeing from Level 7 to the International (FIFA) panel

Applications:

Applicants should send a CV accompanied by a one-page letter outlining their suitability for the role to: humanresources@pgmol.com

Please reference your application 'CoDi'. The closing date for applications is 9am on **27 May 2022**.

Please note that you need to have the right to work in the UK.

PGMOL is an equal opportunities employer and welcomes applications from all sections of the community.