

Job Description

Development Group Referee Coach

Job title: Development Group Referee Coach
Reports to: Select Group Director
Location: Home based with requirement for frequent travel within UK
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:

Reporting to the Select Group Director, this role will coach, mentor and develop the Development Group (DG), providing individual coaching and performance support, ensuring that the referees within the group maximise their potential. They will also provide coaching support to other match officials, where required, to ensure consistent high standards of performance.

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

Coaching, mentoring and development of the Development Group Referees

- Supporting Development Group Referees and other nominated match officials to achieve the required individual and group performance standards.
- Coaching designated individuals on a one-to-one basis as well as in group training environments
- Attending matches, training, testing and feedback sessions to a planned and agreed schedule
- Providing Match feedback to the designated Match Officials considering assessments and feedback from multiple sources including reviewing video footage
- Set a periodised annual plan for each Match Official to incorporate match schedule, training blocks, CPD schedule rest and recuperation. Travelling distances and time zones to be considered in annual planning
- Leading an interdisciplinary team for each Match Official ensuring compliance to delivery and quality standards. Each interdisciplinary team will be individual to the Match Official and is likely to include sports psychology, nutrition and physiology.
- Working with selected Match Officials to build individualised Development Action Plans that identify S.M.A.R.T. goals for future holistic improvement
- Creating and implement training plans for individual Match Officials as reflected in their Development Action Plans
- Working with an interdependent methodology with each Match Official including holding the Match Official to account for their own improvement and achievement of agreed goals

Communication

- Working systematically with the wider Referee coaching team to review training needs for the Referee groups
- Providing reports to an agreed schedule, objectively summarising the performance of the Development Group Referees as required by the Coaching Director, Select Group Director or Select Group Managers.
- Attending DG meetings and other group meetings as required
- Liaising with Evaluation Team to support the consistent application of Referee philosophies in evaluated matches
- Working with the management team to contribute to the future development of all PGMOL officials and the development of the coaching infrastructure

Coach Training

- Develop and maintain your own Development Action Plan aimed at your continued professional development as a Match Official Coach and commit to an agreed individualised schedule of Coach Training and Development.
- Attending coaching meetings with the wider coaching team including participating in centrally organised Match Official group training events. This may include presenting at these events
- Working with the management team to develop all PGMOL officials – to include providing advice to other officials at matches and relevant feedback to other coaches and the management team on officials outside of their group
- Supporting the Coaching Director by advising on referee training at each level, attending training events and participating in training as required
- Attending and participating in the Annual Conference
- Implementing the framework for the development of the Referees to ensure delivery of the required performance standards

General

- Complete performance reviews with the Select Group Director to an agreed schedule
- Promoting the interests of PGMOL at all times with all PGMOL officials

Person Specification

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

Essential:

Qualifications & Experience:

- Experience as a current PGMOL Coach, or recent experience of officiating as a Referee at Select Group 1 or 2 level, or appropriate experience of coaching match officials
- Experience of operating on-field within international football
- Hold a coaching qualification in business or sport or committed to working towards such qualification

Knowledge & Skills:

- Demonstrable knowledge and understanding of current approaches to coaching and refereeing, together with an understanding of the requirements needed to deliver effective coaching
- Analytical and evaluation skills
- Excellent communication skills – verbal and non-verbal – with ability to adjust style to individual personalities
- Excellent organisational skills with a systematic approach to planning and delivery
- Able to manage performance issues in line with relevant PGMOL policy
- Problem solving

Behaviours:

- Thirst for continual improvement
- Values honesty, discretion and integrity
- Courage to challenge & innovate
- Enthusiastic and positive
- Self-aware and capable of self-reflection
- Accountable

Desirable:

- Experience of designing and delivering training and developmental activities
- Experience of presenting to groups

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 '**DGRC**'. The closing date for applications is 9am on **20 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.