



Job Advert

Job title:	Academy Coach
Employer:	Reading Football Club
Location:	Bearwood Training Ground RG41 5DB / various
Contract:	Part time - Casual – to 31 st May 2022
Salary & Benefits	£ dependent on qualifications – to be discussed with shortlisted candidates <ul style="list-style-type: none">• Employee Assistance Programme with free access to help, advice, and support
Hours of work:	Average of 14 hours per week over the season (3 sessions and a game per week) for the 2021/22 season. Flexibility is required as these roles require evening and weekend working
Department:	Academy
Reporting to:	Lead Foundation Phase Coach or Lead Early Youth Development Phase Coach

Equality, Diversity and Inclusion Statement

Reading Football Club are committed to ensuring equal opportunities are given to all and welcomes applications from all areas of the community regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief, marriage and civil partnerships

Safeguarding Statement

Reading Football Club recognises that the safety and protection of children and young people engaged in club activities must take priority over all other considerations. Due to this post being in regulated activity, the potential employee will be required to undertake a Disclosure and Barring Service check at the appropriate level. It is a criminal offence for a barred person to attempt to engage with vulnerable group. Engagement will be subject to sight of a satisfactory DBS disclosure and stringent background and reference checks.

Job purpose

To be an active member of the coaching department, assisting you age group manager in the delivery of the coaching philosophy and syllabus. You will work as part of a multidisciplinary team to provide a world-class learning environment to facilitate player development within the Academy

Accountabilities

- 🏆 To follow and implement the Academy coaching syllabus and philosophy whilst contributing to its evolution
- 🏆 To ensure any PMA information is updated as requested by the Lead Coach or Lead Phase Coach
- 🏆 To ensure a thorough working knowledge of the content and functions of the Academy Performance Plan
- 🏆 To work as part of a multidisciplinary support team involving, but not restricted to, Performance Analysis, Sports Scientists, Physiotherapists, Operation and Administrative staff
- 🏆 To ensure player welfare is always the primary consideration in all Academy Aspects
- 🏆 Work with the age group manager to ensure all age group equipment is fit for use at all times and checked out and in
- 🏆 To work with the age group manager to ensure all age group playing kits are in order for Academy Games and checked out and in.
- 🏆 To adopt a proactive approach in working alongside the age group manager in order to provide optimal playing opportunities.
- 🏆 To arrive at the relevant facility at least 30 minutes prior to training sessions and at least 90 minutes before for home fixtures or 60 minutes before away fixtures (based on kick off times).
- 🏆 To participate fully with the Head of Academy Coaching relation to development action plans and the coach competency framework.
- 🏆 To ensure you are up to date with and fulfil all audit requirements.
- 🏆 To carry out any duties as reasonably requested by the Phase Lead or Head of Academy Coaching.
- 🏆 To attend all in-service training (unless exceptional circumstances apply)
- 🏆 To ensure that a 4x7's report is completed for all trialists each game and handed back to the Phase lead.
- 🏆 To adhere to a strict code of confidentiality in respect of any information relating to Reading Football Club and its operation
- 🏆 There is an expectation that you will undertake adhoc work on an exceptional basis or provide relevant cover for other team tasks

Behaviours & Attitude

- 🏆 Ability to build relationships both internally and externally
- 🏆 To be a role model for all club values and ways of working – “walk the talk”
- 🏆 To exude a can-do attitude (best of Reading Football Club)
- 🏆 To be flexibler and agile, always ready to adapt if things don't go to plan
- 🏆 To be an ambassador for Reading Football Club
- 🏆 To act in a manner that supports the Club's Vision & Values at all times

Key Performance Indicators

- 🕒 Follow and implement the Academy coaching syllabus and philosophy whilst contributing to its evolution
- 🕒 Ensure a thorough working knowledge of the content and functions of the Academy Performance Plan
- 🕒 Work as part of a multidisciplinary support team involving, but not restricted to, Performance Analysis, Sports Scientists, Physiotherapists, Operation and Administrative staff
- 🕒 To respond to all enquires within Reading Football Club Charter guidelines.
- 🕒 To adhere to a strict code of confidentiality in respect of any information relating to Reading Football Club and its operation
- 🕒 To be presentable at all times when working and demonstrate that you can represent the face of the club in the manner expected
- 🕒 To maintain Reading Football Club's Safeguarding (Child Protection), Health, Safety and Equal Opportunity procedures and practice

Person specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • UEFA B Licence • FA Youth Award • FA Advanced Youth Award (or willingness to work towards) • Emergency First Aid in Football • FA Safeguarding • In-date DBS 	<ul style="list-style-type: none"> • UEFA A Licence • UEFA Pro Licence
Experience	<ul style="list-style-type: none"> • Experience of working with players from diverse cultural backgrounds in a Category 1 or 2 academy setting • Experience of working as part of a multidisciplinary player development team • Experience of working closely with youth development staff 	<ul style="list-style-type: none"> •
Knowledge	<ul style="list-style-type: none"> • Organised in planning, preparation and execution of a coaching syllabus • Demonstrable competency in effective reviewing of coaching sessions and fixtures • Ability to work across multiple functions of Player Management Application (PMA) 	<ul style="list-style-type: none"> • Knowledge of how people learn and develop using various strategies

	<ul style="list-style-type: none"> • Ability to deliver information to players and staff through a variety of means on and off the field 	
Skills	<ul style="list-style-type: none"> • Proficient IT Skills • Strong communication skills in a variety of settings • Proven ability to work as part of a broader multidisciplinary team • Excellent organisational skills 	<ul style="list-style-type: none"> • Specific functional IT skills in relevant software (Microsoft Office, PMA, HUDL and HIVE)
Attitude	<ul style="list-style-type: none"> • Passionate and hard working in a dynamic, fast-paced environment • Proactive 'can-do' approach to work and those around them • Self-motivated and capable of motivating those around them • Willingness to work evenings and weekends 	

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Closing date for applications:	<p>12 noon Thursday 9th December 2021</p> <p>Please note, we reserve the right to shortlist and interview prior to the closing date above</p>
Contact:	<p>Please send your completed application form to recruitment@readingfc.co.uk</p> <p>CV's will not be accepted</p>