

## Head of Phase (12-14)

Location: Staplewood Training Ground, Southampton (with up to 40% home working)

Hours: Full time, flexible schedule due to assistance during evenings, weekends and matchdays

Contract Type: Permanent

Criminal Record Check: DBS Enhanced with Child's Barred List

**This is a fantastic opportunity for someone to join one of the most successful academies in the world. Our objective is to be 'The no.1 Youth Developer in Football.'**

### What will you be doing?

This is an operations-based role, the Head of Phase (12-14) will be the performance lead person for all Academy MDT operations and the effective and efficient delivery of the entire programme within the under 12 to under 14 age groups, ensuring the programme fits with our Academy objective to be the best youth developer in football.

### Specific responsibilities include:

- Design and deliver the programme for the Youth Development Phase under 12 to under 14 age groups short term (weekly), mid term (quarterly) and long term (annually).
- Oversee and ensure a team of multidisciplinary staff to deliver a high performing schedule which maximises the potential of the players within this phase.
- Chair a weekly Phase Operations meeting which includes both an MDT performance aspect and effective operational support.
- Lead player audits and manage reviews.
- Monitor performance of players and staff and uphold the values and standards required within the Academy system.
- Line manage the Operations team responsible for the entire pathway 9-18.
- Attend & observe training, competitions and fixtures specific to the age groups within the phase and understand fully every aspect of every player within the phase.
- Lead on the organisation and support the logistics on away games, festivals, tournaments and residential.
- Ensure a challenging and appropriate games and tour programme is provided to each age group within the phase.
- Ensure the correct level of coaching and multi-disciplinary work is delivered at each age group and ensure the service level provided is excellent from our internal performance teams.
- Liaise with players accordingly, developing positive relationships and ensuring their individual player development plans are developed and reviewed on a regular basis.
- Ensure an open line of communication exists with parents of Academy players.
- Ensure the digital platforms are updated timely and accurately to capture all relevant content in line with EPPP guidelines and youth development rules.
- Be a productive member of the Academy Leadership Team representing the Operations function at all relevant meetings.
- Ensure all standards of kit, equipment and facilities are of Category 1 Academy standard at all sessions.
- Present to Technical Board and SMT on player retention and release recommendations periodically with strong well balanced player dossiers.
- Implement a strong player assessment audit process to ensure the best players are progressing through the pathway.
- Play an active part in the decision-making process for player recruitment (observing trialists, liaising with age group coaches so they play mins in their best positions).

### **Is this you?**

This role will require someone with high levels of emotional intelligence to manage the 12 to under 14 programme within the Academy. The successful candidate will have strong communication skills and be able to work both on their own initiative and as part of a team of staff, in order to make effective decisions impacting the 12-14 programme and wider Academy.

All staff are expected to support the Equality, Diversity and Inclusion agenda, by embracing diversity and the positivity that diversity brings, to create an environment that is welcoming for all, free from any form of discrimination, harassment and abuse.

### Person Specification:

- Experience of managing people and teams.
- Experience of Youth development at a Category One Academy.
- Experience of dealing with young players and parents and key stakeholders.
- Elite Academy Managers programme or working towards or equivalent level of CPD and personal development.
- Senior management or leadership experience in a similar elite sporting environment would be desirable

### **How this benefits you...**

If you are successful you can look forward to a healthy benefits package;

- A full-time role within Southampton FC's prestigious Category 1 Academy
- Opportunity to work for a successful Premier League Club
- 27 days annual leave excluding bank holidays, plus your birthday off each year
- Access to x2 free match tickets for every home league game
- Discounted Southampton Football Club merchandise.
- Contributory pension scheme
- Life assurance of 3x basic salary

### **How can I apply?**

Just click on the apply button below, enter your details and answer a quick pre-screening questionnaire, then attach your CV.

<https://saintsfc.wd3.myworkdayjobs.com/en-US/SFC001/details/Head-of-Phase--12-14-RQ-021355>

The closing date for applications is **Monday 7 November**.

***\*We reserve the right to close this vacancy early, if a high volume of applicants are received.\****