

# ACCRINGTON STANLEY FOOTBALL CLUB



WHAM STADIUM LIVINGSTONE ROAD ACCRINGTON LANCASHIRE BB5 5BX

CONTACT [YOUTH@ACCRINGTONSTANLEY.CO.UK](mailto:YOUTH@ACCRINGTONSTANLEY.CO.UK)

**Job Title:** Elite Head of Coaching

**Department:** Academy

**Purpose:** To contribute to the long-term development of elite coaches and players within the Academy at Accrington Stanley Football Club.

**The accountabilities of the Head of Coaching shall include:**

- Have responsibility for delivery of the Academy's Coaching Curriculum.
- Be responsible for designing and delivering the Club's continued professional development programme, which shall reflect the Club's playing philosophy and coaching philosophy and each coach's Coach Competency Framework for all the Club's Academy coaches.
- Provide a clear, up-to-date Training needs analysis (TNA) of every individual coach's current and required level of performance.
- In conjunction with each of the Club's coaches, plan, deliver and monitor the delivery of individual development plans for each such coach.

**Key Activities:**

- Organise, in conjunction with other Academy staff, appropriate in-house training and development events for all Full and Part Time staff.
- In conjunction with the Academy Manager, oversee the Academy coaching programme from U9 to U18.
- Observe coach performance and provide feedback to aid development.
- Ensure the qualification status of the coaching workforce is assessed and ensure all coaches hold required qualifications for their role and age group.
- Provide 1:1 coaching to coaches in order to develop their level of knowledge and performance.
- Ensure the Academy's Coaching Curriculum is consistently delivered in line with the Academy's (and/or Club's) Playing Philosophy and Coaching Philosophy.
- Design and implement a Club Specific Coach Competency Framework (CCF) to monitor and evaluate coaches in order to develop DAPs and group coach development opportunities.
- In conjunction with the Designated Safeguarding Officer, ensure all policies, practices and procedures relating to the safeguarding of young people are implemented. Have a responsibility to respond positively in response to any concerns, suspicion or disclosure that may suggest a child is at risk of harm.

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## Personal Specification

Must have experience in

- A football Coaching role
- A people developing role
- A role which involves a significant amount of mentoring/coaching
- A role which involves working in an elite learning and/or performance environment
- A role which requires coach development in a high-performance environment

## Qualifications

### Essential

- UEFA A Licence
- FA Advanced Youth Award (To be completed within a reasonable period of time)
- FA Safeguarding Qualification
- FA First Aid Qualification
- Enhanced DBS Clearance
- Experience in Education (advantageous)

### Desirable

- Coach Education Qualification
- Degree in a related discipline

## Knowledge, skills and experience

- Strong Leadership and Management skills
- Excellent communication skills
- A working knowledge and understanding of coaching and coach development
- Competence in all MS Office packages with experience of recording and reporting information
- 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 or Academy setting working within the EPPP framework.
- A comprehensive understanding of the Elite Player Performance Plan (EPPP)

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## Key Relationships

### Internally:

**Academy Manager:** To ensure support for a developmental culture

**Lead Phase Coaches:** to ensure the same messages are being disseminated throughout the coaching team. Work together to write and deliver coaching programmes.

**Coaches:** Part Time & Full Time so they buy in to the development agenda

**MDT:** Heads of department – to work together in order to innovate and move the Academy forward as a unit

**First Team staff:** to assist with creating a pathway for players (this function may be fulfilled by others in some Academies)

**Parents:** so they are aware of the development that coaches receive and quality control processes that exist. Also provides a route for them to escalate concerns

**Players:** So they see the HOC as part of the team who ultimately support them

### Externally:

**Premier League & Football League:** for development opportunities including EHOC & to ensure compliance with EPPP

**FA:** Liaison with FAYCD for qualifications, licencing and support

## General Information

The employee must at all times carry out their duties with due regard to the Accrington Stanley Football Club policies and procedures.

The employee must ensure a positive commitment towards equality and diversity 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.