

Head of Academy Coaching

Job Description	
Job Title	Head of Academy Coaching
Salary	Commensurate with experience
Hours of Work	Standard working week of a minimum of 40 hours, excluding meal breaks of half an hour daily. In addition, you will be required to work outside of normal office hours, at evenings, weekends and on bank holidays and on public holidays for training, match days and other business events
Location	The Pirelli Stadium, Princess Way, Burton on Trent, Staffs DE13 0AR
Line Manager	Academy Manager
Responsible to	Academy Manager
Responsible for	The alignment and development of the coaches throughout the Academy ensuring the vision, coaching curriculum and playing philosophy is delivered in accordance with the Academy Performance Plan.
Contractual Status	Permanent Contract
Job Share	Not suitable for job share
Overall purpose of the Role	To develop coaches so that they improve and perform to the best of their potential and are consequently able to maximise the potential of the players that they work with. Ultimately, to help develop coaches that are developing players for the Burton Albion First Team.
Duties and responsibilities	<p>Undertake personal growth as a Head of Coaching</p> <ul style="list-style-type: none"> • Undertake self-development to ensure knowledge in relation to all aspect of coaching and coach development is up-to-date and forward thinking including enrolling on the Premier League Elite Head of Coaching (EHOC) Programme • Build relationships throughout the Academy and broader Club • Coach occasionally to maintain 'hands on' competence • Use demonstrations during feedback/coaching of coaches to explain points • Provide occasional cover for absent coaches • Provide a clear, up-to-date Training needs analysis (TNA) of every individual coach's current and required level of performance • Observe coach performance and provide feedback to aid development • Complete Training Needs Analysis (TNA) with all coaches



	<ul style="list-style-type: none"> • Ensure every coach has a personalised Development Action Plan (DAP) that is tailored to meet their needs and which they buy-in to as a 'living' document • Provide 1:1 coaching to coaches in order to develop the coach's skill • Ensure the qualification status of the Clubs coaching workforce is assessed and ensure all coaches hold required qualifications for their role and age group and have a CPD plan to ensure licencing is up-to-date • Design and deliver development interventions based on the Academy Performance Plan (APP) and common aspects identified in the coaches DAPs • Design and deliver programmes of suitable development events • Ensure coaches understand how to work effectively in a MDT and can identify and believe in the benefits of doing so • Build relationships and utilise expertise of MDT • Ensure the Academy's Coaching Curriculum is consistently delivered in line with the Academy's Playing Philosophy and Coaching Philosophy • Contribute to the development of an elite learning environment where people take responsibility for their own development, feel able to learn from their mistakes and have opportunity to experiment outside of their comfort zone • Implement a Club Specific Coach Competency Framework (CCF) to monitor and evaluate coaches in order to develop DAPs and group coach development opportunities • Oversee and manage coaches input of training, match and player data on the PMA system
<p>General</p>	<p>This document is a guide only and should not be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and will be amended in the light of changing needs of the organisation.</p> <p>All employees may be required to undertake any other duties as may be responsibly requested.</p> <p><u>Equality & Safeguarding</u></p> <p>Burton Albion are committed to ensuring that equality of opportunity is at the very heart of everything we do to ensure we provide fair and non-prejudicial access to the services across the Club. We uphold everyone's freedom of rights and choice to be different and aim to provide opportunities for everyone to succeed. It is the policy of the club that no person, whether player, job applicant, employee, volunteer or customer, shall be discriminated against. The club opposes all forms of unlawful and unfair discrimination, either direct or indirect, or harassment, on the grounds of the following 'protected characteristics': Age, Disability, Gender Reassignment, Marriage & civil Partnership, Pregnancy & Maternity, Race, Religion or Belief, Sex and Sexual Orientation. Anyone who is found to be in breach of this could receive disciplinary action, which may well include suspension and dismissal.</p> <p>Burton Albion are committed to and has both a moral and legal obligation to ensure that all children and vulnerable adults are protected and kept safe from harm whilst engaged in services organised and provided by the club and believes that the general wellbeing, welfare and safety of all children and vulnerable adults engaged in club activities is of the utmost importance. The club will fulfil its responsibilities by ensuring it displays best practice in safeguarding matters, carried out in a spirit of partnership and openness with the child or vulnerable adult, families and the relevant local authority</p>



<p>Qualifications</p>	<ul style="list-style-type: none"> • UEFA 'A' licence coaching badge - Essential • FA Advanced Youth Award - Preferable • Qualification in Education such as PGCE, Pedagogy MSc etc. - Preferable • Coaching/Mentoring Qualification - Preferable • Psychology Masters (Sport, Occupation, Education) - Preferable • Coach Education qualification - Preferable • Sport Science Degree - Preferable • Degree (any subject) - Preferable • Safeguarding and protecting Children Certificate - Essential • EFAIF certificate - Essential • Enhanced DBS Disclosure - Essential • Full Driving licence - Essential
<p>Experience</p>	<p>HOC must have experience of working in at least 3 of the following roles (more than one area may be covered in a single role):</p> <ul style="list-style-type: none"> • A football coaching role • A people development 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 involves a significant amount of sport coaching in an elite learning and/or performance environment • A role which requires coach development in a high-performance environment • An education/pedagogy role <p>HOC must have knowledge and/or experience of at least 3 of the following:</p> <ul style="list-style-type: none"> • The process of learning in coaches (andragogy) • The process of learning in young people (pedagogy) • Running and designing development programmes • Football (not necessarily as a coach/high level player) • Leading a team • Managing people • Psychology (Sports or other) <p>The post holder must be able to communicate with colleagues at all levels including senior staff, players of all ages, parents and external partners</p> <p>An experience of the Academy environment and modern day coaching principles</p> <p>Experience and knowledge of the PMA</p> <p>Excellent organisational and administration skills are essential</p> <p>Previous experience of coaching professional footballers and coaches</p> <p>Working within a teaching/educational environment</p> <p>An understanding of the requirements to be a professional footballer</p>