



Job title:	Head of Coaching.
Pay Scale:	£25,000 PA.
Responsible to:	The Academy Manager and or to such other senior administrative official of the Club as the Club Board shall approve.
Responsible For:	All full and part-time Coaches across the Foundation, Youth and Professional Development Phases.
Locations:	Blundell Park, Cheapside Training Ground and the Oasis Academy Wintringham.

1. Purpose of the Job:

To establish a sustainable system and approach for the development of all coaching staff across the Foundation, Youth and Professional Development phases.

2. Main areas of responsibility:

The responsibilities of the Head of Coaching shall include;

- Provide a clear, up-to-date Training needs analysis (TNA) of every individual coach's current and required level of performance.
- Ensure every coach has a personalised Development Action Plan (DAP) that is tailored to meet their individual needs.
- Develop and implement a Club Specific Coach Competency Framework (CCF) to monitor and evaluate coaches in order to develop DAPs.
- Ensure the qualification status of the Academy coaching workforce is assessed and ensure all coaches hold the required qualifications for their role and age group as per EFL Youth Development Rules.
- Contribute to the development of a 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.
- Provide 1:1 coaching, analysis and feedback to coaches in order to further develop the coach's skill set.
- Ensure the Academy's Coaching Curriculum is consistently delivered in line with the Academy's (and/or Club's) Playing Philosophy and Coaching Philosophy
- To work in line with the Academy Philosophy, upholding the Academies 'aims, vision and values' at all times.
- To work within and uphold all the Academies policies and best practice guidelines, including; Safeguarding, Health & Safety, Recruitment, Equality, Diversity and Inclusion and Codes of Conduct.
- To attend all relevant Football League, Premier League and Football Association, Regional and National meetings as and when required.

- Sit-in on regular review meetings with players/parents and staff, recording and monitoring the process and outcome, providing feedback to individual coaches.
- Undertake regular self-development to ensure knowledge of coaching and coach development
- To assist coach's in order to aid the development of our players technically and tactically, with a greater understanding of the game through coaching contact time and the Games Programme
- To attend and contribute to all In-service training and continual professional development (CPD).
- To attend and play an active role in regular Academy Management staff meetings, reporting on all matters relating to the role of Head of Coaching.
- To maintain appropriate levels of personal CPD as outlined within the EFL Youth Development Rules and as required to retain FA Licensed coach status.
- To ensure that all that all relevant PMA administration is kept up to date for all coaches across the Academy.
- To contribute, adapt and help evolve the current coaching syllabus in co-ordination with the Academy Manager in order to aid the progression of the Academy.
- To be prepared to do any other duties to further the development of the Club and Academy as and when required.

3. Person Specification:

Qualifications

Essentials:

- Level 4 sports coaching qualification or relevant level 4 professional qualification/degree in people development
- UEFA A License
- FA Advanced Youth Award
- FA Safeguarding Certification
- Basic First Aid for Sport (BFAS)
- Enhanced DBS Clearance

Desirable:

- Qualification in Education (PGCE, Pedagogy, Msc etc)
- Coach Mentoring Qualification
- Psychology qualification FA Level 5 or equivalent

Knowledge, Skills & Experience: (essential)

- Football Coaching
- People Development
- Mentoring / Coaching Experience
- Experience within an elite learning or performance environment
- Education & learning
- Pedagogy & andragogy
- Design and Implementation of development programmes
- Leadership & management of people
- Psychology (sports or other)

Knowledge, Skills & Experience: (desirable)

- Elite sport experience
- Sports Science and Medicine
- Experience working with the Premier League PMA System
- Competence in all MS Office packages with experience of recording and reporting information

4. Supervision / Management of People:

- Lead Foundation Phase Coach
- Lead Youth Development Phase Coach
- Professional Development Phase Coach
- All part time coaching staff

5. Contacts and Relationships:

- Academy Manager
- Operations Manager
- Lead PDP Coach
- Lead YDP Coach
- Head of Academy Medicine and Sports Science
- Education and Welfare Officer
- Academy Administrator
- Safeguarding and Welfare Officer
- Academy Goal Keeper Coach
- Part time Academy staff
- Governing bodies, including LFE, EFL & The FA
- Doublepass Ltd or other appointed auditors
- Grass roots coaches / managers and other officials
- Oasis Academy Wintringham staff

Safeguarding Statement:

Grimsby Town Football Club is committed to safeguarding the welfare of children and young people and expects all staff and Volunteers to endorse this commitment. This post requires an Enhanced Disclosure and Barring Service Check (DBS) as such it is exempt from Rehabilitation of Offenders Act (1974). Therefore all convictions including spent convictions that have not been subject to filtering by the DBS should be declared. Relevant information and / or documents will be distributed as part of the recruitment process.

Equality, Diversity and Inclusion:

Grimsby Town Football Club's commitment to Equality, Diversity and Inclusion is to confront and eliminate discrimination whether by reason of age, gender, gender reassignment, sexual orientation, marital status or civil partnership race, nationality, ethnicity (race), religion or belief, ability or disability, pregnancy or maternity and to encourage equal opportunities (Protected Characteristics, Equality Act 2010).

Employees of Grimsby Town Football Club must ensure a positive commitment towards equality, diversity and inclusion 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.

BAME Declaration:

Grimsby Town Football Club supports The English Football League's (EFL) introduction of positive action measures aimed at tackling the under-representation of coaches and managers from Black, Asian and Minority Ethnic (BAME) backgrounds. Grimsby Town Football Club will shortlist at least one suitably qualified BAME candidate (where an application has been received) for all roles within the Academy which require a UEFA A or UEFA B Licence.

General Information:

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