



JOB DESCRIPTION: Individual Coach Analyst (Professional Development Phase)

Department	Academy
Report to	Head of Player Development
Direct reports	N/A
Key Relationships	PDP Coaching Staff and Multi-Disciplinary Team (MDT), First Team Performance Analysis Staff, Head of Coaching, Academy Analysis staff.
Remuneration	£22,500.00 - £25,000.00
Benefits	<p>The successful candidate will benefit from:</p> <ul style="list-style-type: none"> • 33 days holiday per annum • Complimentary match tickets • Private Medical Insurance and Health Cash Plan • Free onsite Parking • Discount schemes with local partners • Cycle to Work Scheme • Workplace pension scheme
Contract	Full Time (40 hours)
Working Schedule	<p>The role requires an individual who can perform such hours as necessary to complete their roles and responsibilities.</p> <p>The position will involve working irregular hours (e.g., evenings/Saturdays/Sundays/Bank Holidays) based around team schedules.</p>
Roles and Responsibilities	<ul style="list-style-type: none"> • Lead and collaborate on the planning, delivery and evaluation of the Individual Development Plan (IDP) programme in relation to the individual, positional and unit specific needs of our Professional Development Phase (PDP) players. • Lead the individual analysis provision for PDP players including, but not limited to, recording of training and matches, live tagging, data collection and reporting, modelling and player clips in line with their IDP. • Strengthen the transition of the analysis process with on-pitch delivery ensuring alignment, understanding and consistency of feedback. • Develop the self-review and analytical skills of the PDP players to improve their ability to assess their own performances. • Produce team pre-match and post-match video reports and presentations, as required by the PDP coaching staff. • Produce additional video and data content to support Academy needs e.g., coaches CPD meetings, team, and player packages etc. • Support and, where required lead, on analysis projects for the FDP/YDP to enhance the learning and development of the players and staff, including staff CPD. • Assist cross department projects which aim to improve the way data and video is used as a feedback mechanism with the staff and players.



	<ul style="list-style-type: none"> • Develop creative analysis resources to improve feedback with players and coaches throughout the Academy. • Contribute to the development and management of best practice video libraries for use of all Swansea City Academy coaches and analysts. • Sharing of relevant video, data and other resources with staff, players and parents using various Swansea City Academy platforms. • Contribute to the overall development of the Player Development Department. • Manage and maintain the Club's performance management systems and analysis equipment. • Encourage an interdisciplinary approach of working within the Academy performance department that includes close links to all areas of the Club. • Carry out any other reasonable management requests.
General	<ul style="list-style-type: none"> • Follow all Club Policies, such as Equality & Diversity, Health & Safety, Safeguarding, Anti-Corruption & Bribery and GDPR. • Adhere to a strict Code of Confidentiality in respect of any information relating to Swansea City Football Club and its operation. • Make suggestions to improve the working environment and contribute to positive employee relations within your area of work and Swansea City Football Club as a whole. • Take reasonable care for the health and safety of yourself and other employees and members of the public who may be affected by your acts or omissions at work. • Comply with all aspects of the Swansea City Football Club Health and Safety Policy and Arrangements, to enable the Company to perform its civil and statutory obligations in relation to Health & Safety. • Ensure effective communication within your work team and across Swansea City whilst actively offering support and guidance, as necessary.
Person Specifications	
Qualifications	<p>Essential</p> <ul style="list-style-type: none"> • Undergraduate degree in Sports Science, Performance Analysis, Sports Coaching, or related subject. • UEFA B Licence. • FA Learning Safeguarding Children Certificate & FA Emergency Aid in Football Certificate. • DBS check undertaken. <p>Desirable</p> <ul style="list-style-type: none"> • Postgraduate degree in Performance Analysis, Sports Coaching, or related subject. • UEFA A Licence and/or UEFA Elite Youth Licence or FA Advanced Youth Award.



Skills, Knowledge and Experience	<p>Essential</p> <ul style="list-style-type: none"> • Experience of providing analytical support within a football environment. • At least three years coaching experience within an Academy setting. • Proficient in the use of software (Sportscode/Hudl/SBG/StatsBomb). • Ability to demonstrate a basic level of tactical football knowledge and game understanding. • Knowledge of the general processes and requirements of filming, capturing, analysing, and coding. • Creating video feedback to individuals and groups. • Experience of working in pressurised situations and to deadlines. • Excellent communication and interpersonal skills. • Excellent written and IT skills. • Ability to adapt and change at short notice. <p>Desirable</p> <ul style="list-style-type: none"> • Experience working with data sets. • Experience specialising in individual player development. • Experience with telestration tools such as HUDL Studio, Piero, CoachPaint. • Knowledge of scripting language and its use within professional football.
Attitude and Behaviours	<ul style="list-style-type: none"> • Proactive forward-thinking mentality. • Thinks ahead with a “can do” attitude. • Generates and delivers innovative ideas. • Works well in a cognitively diverse performance department. • Loyal and committed. • Versatility and flexibility to adapt quickly. • Strong team ethos. • Ability to build strong professional relationships with individuals and departments.
Personal Qualities	<ul style="list-style-type: none"> • Takes pride in ensuring a high quality of work. • Highly organised and able to manage multiple tasks. • High importance on self-development. • High level of confidentiality. • Willingness to learn. • Ability to work unsupervised.

The closing date for this vacancy will be **Friday 14th October 2022, 5pm.**



If you believe you have the right mix of skills for this position, please complete an application form available [here](#).

Swansea City AFC strives to ensure it provides an environment where everyone's rights, dignity and individual worth is respected and takes a zero-tolerance approach to any form of discrimination. Equal Opportunity is an integral part of our recruitment and selection process, and we welcome applications from all individuals who feel they meet the core requirements of the role.

We are particularly encouraging applications from women, disabled people and individuals from diverse ethnic communities who are currently under-represented within the organisation.

All appointments will be made on merit of skill and experience relative to the role.

The Company is committed to safeguarding and promoting the welfare of children and young people involved in activities and event at the Company. As part of the Company's recruitment and selection process any offers of work involving working in regulated activity with children are subject to a satisfactory enhanced DBS Disclosure and barred list check (depending on the level of supervision, frequency, and nature of contact with children). Appropriate references are also required.

Should an adequate number of applications be received prior to the closing date, Swansea City AFC reserve the right to remove this advert.

Due to a high demand in applications the Club will be unable to respond to those applicants who have not been shortlisted for interview.