



## JOB VACANCY

**JOB TITLE** Lead Pre-Academy Coach  
**DEPARTMENT** Academy

**RESPONSIBLE TO** Head of Academy Coaching

**SALARY** Competitive (dependent on experience)  
**Contract** Full-time (40 hours)

### Job Purpose

To lead and manage the recruitment and development of high potential players within the Pre-Academy (U6-U8) in preparation for their transition into the Foundation Phase.

### ROLE RESPONSIBILITIES

- Lead on the design and implementation of the pre-academy coaching programme.
- Manage the pre academy development centre programme along with regular festivals and in-house games programmes.
- Alongside the Head of Academy Recruitment and Head of Academy Scouting, implement a clear process in identifying the best young talent to progress from the Pre-Academy into the U9s Academy team.
- To lead on the coaching for the pre academy U8s development group.
- Responsible for ensuring that all Pre-Academy sessions are delivered in line with the Swansea City Academy Curriculum, closely working with the Lead Foundation Phase Coach.
- To work with the Head of Coaching to develop and upskill Pre-Academy coaches through in-house training and CPD opportunities.
- Lead review and feedback programme for Pre-Academy players, to help monitor player progress and development.
- Ensure the Academy has strong relationships with grassroots clubs within the local communities.
- Manage the Pre-Academy coaching staff regarding their roles and responsibilities, ensuring there is a clear structure which promotes continuity enabling players to progress within the pre academy environment.
- Ensure that there is clear communication across all aspects of the pre academy programme.
- To develop and maintain a professional relationship with the players and parents within the Pre-Academy, whilst always managing expectation.
- Work with the Head of Safeguarding to follow clubs safeguarding and welfare policies are met.
- Assist in the scouting process at games where required.



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### QUALIFICATIONS, KNOWLEDGE, SKILLS & EXPERIENCE

#### Qualifications

##### Essential

- DBS check undertaken
- UEFA C Licence
- FA Talent Introduction to Talent Identification

##### Desirable

- FA Advanced Youth Award
- FA National Talent Identification & Scouting in Football
- Degree in Sports Coaching or related subject
- Degree in education or teaching

#### Skills, Knowledge & Experience

##### Essential

- Minimum three years coaching experience.
- Experience of recruitment processes.
- Experience of working with parents.
- Depth and quality of experience within individual player development.
- Ability to relate to and understand young people, demonstrating personality and enthusiasm.
- 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.

##### Desirable

- Experience of working in a Pre Academy.
- Experience of working in a Foundation Phase.

##### Attitude/Behaviours

- Proactive mentality.
- Thinks ahead with a “can do” attitude.
- Generates innovative ideas.
- Works well in a cognitively diverse performance department.
- Loyal and committed.
- Ability to adapt quickly.
- Strong team ethos.

### CRIMINAL RECORD CHECK REQUIREMENT

This role will require an Enhanced DBS Check.



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### GENERAL STATEMENT

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.

### SAFEGUARDING & WELFARE

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).

The Company may also conduct online searches of candidates who have been shortlisted as part of its safer recruitment procedures. Appropriate references will be required.

### EQUALITY, DIVERSITY & INCLUSION STATEMENT

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.

### HOW TO APPLY

Please complete an Application Form, available [HERE](#). If you require the application form in an alternative format, please email [jobs@swanseacity.com](mailto:jobs@swanseacity.com)

The closing date for this vacancy will be **16th February 2024**.