



JOB VACANCY

JOB TITLE Head of Academy Coaching (Pre-Academy – U16s)
DEPARTMENT Academy

RESPONSIBLE TO Academy Manager
RESPONSIBLE FOR Lead Phase Coaches (including Pre Academy Lead)

WORKING HOURS 40 hours per week
WORK PATTERN Flexible Days/Evenings/Weekends
CONTRACT Permanent

SALARY Dependent on experience

BENEFITS

- 33 days holiday (inclusive of bank holidays)
- 20% off in Club Shop
- Private Health Cash Plan and Medical Insurance
- Cycle to Work Scheme
- Complimentary Staff Social Events

ROLE PURPOSE

To establish high quality provision of coach and player development within the Swansea City AFC Academy, with a specific focus of all age groups from Pre-Academy to Under 16s. The Head of Academy Coaching will play a key role in ensuring coaching staff and players operate within a high performing environment to ultimately help maximise opportunities for young players to progress into professional football.



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ROLE RESPONSIBILITIES

- To work closely with the Academy Manager in ensuring there is clear alignment across the Academy in how we train, how we play and how we recruit.
- Oversee and develop a clear coaching curriculum throughout the Pre-Academy, Foundation Phase and Youth Development Phase, with alignment of all coaching staff to help understand what is required at the age and stage of a young player's development.
- Design and implement a process for staff to plan and deliver training sessions within a clear framework which focuses on both 'in possession' and 'out of possession' themes.
- To manage the day-to-day performance of the Lead Phase Coaches whilst driving the highest standards within the academy environment.
- Working with the analysis department and lead phase staff, create a bank of 'best practice' video clips aligned to the club's playing style and coaching curriculum.
- Manage the delivery of an International and Additional Games programme to provide high level opportunities for players and staff to challenge themselves further in more competitive environments.
- Design and implement a home learning programme with the emphasis on developing and enhancing the fundamental techniques for the demands of academy football.
- Regularly attend PDP (Professional Development Phase) training sessions and matches to ensure there is a clear understanding of the pathway and competencies required for both players and staff to progress towards.
- Build and maintain effective working relationships throughout the Academy, Stadium and Fairwood Training Ground.
- Regularly observe coaching sessions and provide feedback to aid development of individual coaches and how coaches work in partnerships to maximise the learning of players.
- Regularly observe matchday coaching behaviours and support staff in their development with regular two-way feedback.
- Lead on the delivery of monthly coach development workshops throughout the season, with a balance of on and off pitch activity.
- Assist the Phase Leads in the implementation of personalised Development Action Plans (DAP) for each coach within the Pre-Academy, Foundation Phase and Youth Development Phase.
- Continuously assess the qualifications of the Academy Coaches and ensure they all hold the required level of qualifications.
- Ensure coaches understand how to work effectively in a multidisciplinary team and be prepared to intervene and educate where necessary.



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- Contribute to a high performing learning environment where people take responsibility for their own development, feel able to learn from their mistakes, and have opportunity to experiment outside their comfort zone.
- Design and implement a club specific Coach Competency Framework (CCF) to monitor and evaluate coaches to help aid each individual's personal development.
- Provide clarity regarding expectations, regular feedback and appropriate support to enable strong performance in the role of a Lead Phase Coach.
- To oversee each individual coach within the Pre-Academy, Foundation Phase and Youth Development Phase, ensuring that they are managing expectations of players and parents within each team. Assessing and helping educate in the player review process is critical to the role.

SKILLS & EXPERIENCE

- UEFA A Licence (minimum requirement)
- Sports Coaching, Teaching or Management Degree
- A proven track record and minimum of 5 years' experience in managing and leading youth academy programmes.
- A proven track record in coach education and coach mentoring.
- A proven track record in player development with key achievements.
- A proven track record in creating and implementing initiatives to aid player or coach development.
- Excellent level of communication skills.
- Personable and enthusiastic with a strong work ethic.
- Strong team player who can work on own initiative.
- A valid UK Driving Licence.
- Sports First Aid Certificate.
- Competent I.T Skills.
- Sensitive to the needs of young players/guardians and grass roots clubs.

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

The closing date for this vacancy will be **27th March 2024**.