



## JOB VACANCY

**JOB TITLE****Under 21s Assistant Coach****DEPARTMENT****Academy****RESPONSIBLE TO****Professional Development Phase Lead****SALARY****Competitive****CONTRACT****Full-time, 40 hours a week****WORK FLEXIBILITY****The position will involve working irregular hours; evenings, weekends and bank holidays)****JOB SUMMARY**

The Under 21s Assistant Coach will be responsible for assisting in all aspects of the development of the young professional players at Swansea City AFC. The role will primarily involve the coaching at training sessions and games, whilst designing and implementing individual development plans for each of the outfield players within the U21s age group. All aspects of the role will require the U21s Assistant Coach to be aligned in the delivery of the coaching curriculum and playing style of Swansea City AFC.

**ROLE RESPONSIBILITIES**

- At all times staff must understand, believe in and follow our Club Philosophy' so that our players are able to gain the skills required to progress and become elite professional footballers at Swansea City AFC.
- To assist in the design and delivery of all training sessions and matches throughout the U21s season.
- To lead on the design and implementation of Individual Development Plans that are unique to the needs of each individual player.
- To assist the Professional Development Phase Lead Coach, in the management of under 21 age group in The Professional Development Phase of The Academy.
- To plan, prepare, organise and deliver high level coaching sessions in line with the club's coaching curriculum to meet the needs of both the group and the individual players.
- To produce and maintain technical reports and Individual Development Plans through the Kitman Labs (formerly PMA) system.
- To work closely with the Sports Science and Medical department to ensure the appropriate Individual Player Development programme is focussed on the needs of the player.
- To work closely with the Education department ensuring all U21s players are achieving their educational objectives during the season.
- To maintain current coaching qualifications by attending governing body CPD along with any in house CPD or any organised by the FAW, Premier League, EFL or FA.
- To produce and maintain technical reports and Individual Development Plans through the Kitman Labs (formerly PMA) system.



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- To attend U18s matches when possible, to assess the performance and aid decision making of which individuals should progress to the U21s environment.
- To manage expectation of all individuals and provide honest feedback on performance and progression.
- Complete all administrative tasks on Kitman Labs (formerly PMA) including player reviews, training and match data in line with the EPPP requirements.
- To monitor and report on U21 loan players when required, building relationships with key staff at the loan clubs.
- To assist in the preparation and delivery of opposition and post-match analysis presentations, whilst having a key focus on individual player clips to aid the individual development plan process.
- To work closely with the Sports Science and Medical department to ensure the appropriate Individual Player Development programme is focussed on the needs of the player.
- To work closely with the Education department ensuring all U21s players are achieving their educational objectives during the season.
- To maintain current coaching qualifications by attending governing body CPD along with any in house CPD or any organised by the FAW, Premier League, EFL or FA.

### Qualifications

#### Essential

- UEFA A Licence
- FA Safeguarding
- First Aid Qualified

#### Desirable

- FA Advanced Youth Award (will have to enrol if not already qualified).
- Sports Related Degree
- Driving Licence



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### Skills, Knowledge & Experience

#### Essential

- A minimum of 5 years' experience in a professional football academy environment.
- A proven track record working with young professional players.
- Experience in the design and implementation of individual development plans.
- Previous experience working in a multidisciplinary department.
- Experience of working in pressurised situations and to deadlines.
- Excellent communication and interpersonal skills.
- Competent IT skills.
- Ability to adapt and change at short notice.
- Experience of using the Kitman Labs (formerly PMA) system.

#### Desirable

- FA Advanced Youth Award (will have to enrol if not already qualified).
- Sports Related Degree

### 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

### Personal Qualities

- Takes pride in ensuring a high quality of work.
- Highly organised and able to manage multiple tasks.
- High level of confidentiality.
- Willingness to learn.
- Recovers from setbacks quickly.
- Ability to work unsupervised.
- Invested in continuous personal development.

### 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 **Friday 24<sup>th</sup> May 2024**.