



## JOB VACANCY

**JOB TITLE** U18s Lead Coach  
**DEPARTMENT** Academy

**RESPONSIBLE TO** Professional Development Phase Lead

**KEY RELATIONSHIPS** Academy Manager, Head of Academy Coaching, U18s Performance Coach, U18s Analyst, U18s Physiotherapist, U18s Goalkeeping Coach, U18s Assistant Coach, Head of Education,

**SALARY** Competitive  
**BENEFITS** 25 days holiday plus bank holidays  
Health Cash Plan and Medical Insurance  
20% off Store Merchandise  
2 Home Fixture Tickets  
Discounted Hospitality Packages  
Cycle to Work Scheme

**CONTRACT** Permanent / 40 hours per week / The position will involve working irregular hours (e.g., evenings/Saturdays/Sundays/Bank Holidays) based around team schedules.

### The Role

The Swansea City Under 18s Lead Coach will have responsibility for leading on all aspects of football development for the U18 professional players at Swansea City AFC. The role will primarily involve the design and delivery of high-quality training sessions and matchday performances. Managing and implementing individual development plans for each of the outfield players within the U18s age group will also play a key part of the role to ensure everyone has a unique development plan tailored to their needs on and off the pitch. All aspects of the role will require the U18s Lead Coach to be aligned in the delivery of the coaching curriculum and playing style of Swansea City AFC.



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### 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 lead in the management of all aspects of the Under 18 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 manage the U18s schedule and build strong relationships the multi-disciplinary team of staff at the U18s age group of the academy.
- Working with the Assistant U18s Coach design and implement Individual Development Plans that are unique to the needs of each individual player.
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- 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 manage the U18s schedule and build strong relationships the multi-disciplinary team of staff at the U18s age group of the academy.
- Working with the Assistant U18s Coach design and implement Individual Development Plans that are unique to the needs of each individual player.
- 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 U18s 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 attend U16s matches, when possible, to assess the performance and aid decision making of which individuals should progress to the U18s environment.
- To manage expectation of all individuals and provide regular 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 assist in the transition for U18 players leaving the academy at the end of their scholarship and helping individuals to find suitable opportunities to further their career.
- To lead on the preparation and delivery of opposition and post-match analysis presentations, whilst having a key focus on individual player objectives to aid the individual development plan process.



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### PERSON SPECIFICATION

#### Essential

- UEFA A Licence
- FA Advanced Youth Award (will have to enrol immediately if not already qualified)
- FA Safeguarding
- First Aid
- Driving Licence

#### Desirable

- Sports Related Degree
- A record of CPD experience and learnings

#### Skills, Knowledge and Experience:

##### Essential

- A minimum of 5 years' coaching 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.
- Competent IT skills.
- Experience of using the Kitman Labs (formerly PMA) system.
- An understanding of the EPPP (Elite Player Performance Plan).

#### Attitude/Behaviours

- Strong work ethic.
- Has a passion for the role and working with this specific age group.
- Excellent communication and interpersonal skills.
- Understands the importance of managing expectations.
- Thinks ahead with a positive "can do" attitude.
- Influential in driving high standards.
- Loyal and committed.
- Ability to adapt quickly.
- Strong team ethos.
- Takes pride in ensuring a high quality of work.
- Highly organised and able to manage multiple tasks.
- High level of confidentiality.
- Willingness to learn.
- Invested in continuous personal development.

### CRIMINAL RECORD CHECK REQUIREMENT

This role is subject to DBS checks



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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 14<sup>th</sup> July 2025.