



JOB VACANCY

JOB TITLE
DEPARTMENT

Lead Foundation Phase Coach
Academy

RESPONSIBLE TO
DIRECT REPORTS

Head of Coaching (Direct)
Foundation Phase Coaches

SALARY
CONTRACT
WORK FLEXIBILITY

Competitive
Full-time, 40 hours a week
The position will involve working irregular hours;
evenings, weekends and bank holidays)

Purpose of Role

To be responsible for the strategic and day-to-day leadership of coaching, player development and coach support across the Foundation Phase (U9-U12). The role combines hands-on coaching with phase-wide leadership, ensuring a consistent, high-quality and age-appropriate programme that aligns with the club's playing philosophy and long-term player development plan.

This phase plays a key part developing the player's fundamentals to succeed later in their Academy journey.

ROLE RESPONSIBILITIES

Coaching

- Plan, deliver and evaluate high-quality training sessions that align with the Academy's game principles and player development philosophy to age groups across the FP.
- Act as the lead coach for a designated FP age group, taking responsibility for matchday coaching, team selection and in-game management.
- Ensure coaches within the FP are delivering sessions that align with the Academy's game principles and player development philosophy.
- Ensure all coaching content reflects current best practice in long-term player and athletic development.

Operations & Logistics

- Coordinate the weekly and seasonal training, fixture and tournament schedule for the FP, liaising with the operations department.
- Coordinate 6-weekly reviews for FP players and parents/guardians and player progress meetings with YDP coaches and the wider multidisciplinary team.
- Ensure appropriate staffing ratios for all training sessions and matches in the FP.



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Coach Mentoring & Support

- Line manage, mentor and support the ongoing development of FP coaches, including regular 1:1s, observations and feedback.
- Design and deliver internal CPD sessions and workshops to upskill coaching staff.
- Work with the Head of Coaching to support coaches in their qualification pathway (e.g. UEFA coaching badges) and identify development opportunities.
- Foster a collaborative, reflective coaching culture, encouraging peer observation and shared best practice across the phase.
- Conduct performance with reviews and contribute to the recruitment of new coaching staff within the FP.

Player Development

- Take overall responsibility for planning and implementation of players' Individual Development Plans (IDPs) across the FP, ensuring consistency of approach across all coaches within the FP.
- Work closely with Pre-Academy and Youth Development Phase leads to ensure a coherent and aligned approach to player pathway and development.
- Lead player review meetings with parents/guardians and players, communicating progress, targets, action points and how we will support.
- Collaborate regularly with the wider multidisciplinary team to support the holistic development of each player.
- Monitor and report on player progress against club and phase benchmarks, delivering this information in succession planning and player progress meetings.
- Collaborate with the Head of Recruitment on talent identification and player recruitment/retention decisions within the FP.





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KNOWLEDGE, SKILLS & EXPERIENCE

Essential

- Minimum UEFA A Licence
- Hold FA Advanced Youth Award
- Minimum of 3 years working within an EPPP Academy environment
- Experience mentoring, line managing and leading other coaches
- Strong understanding of long-term player development principles and age-appropriate coaching methodology
- Excellent communication and interpersonal skills, with the ability to engage players, parents and staff effectively
- Up to date safeguarding certification and enhanced background check (e.g. DBS)
- First Aid certification (e.g. EFAiF or FRS Level 2)

Desirable

- Degree in Sports Coaching or Teaching.
- Experience delivering workshops or CPD sessions to coaching staff and parents
- Full UK Driving License
- Knowledge of EPPP system and audit process

General Accountabilities

- Continue to challenge, learn and set standards within the coaching department
- Creative and open-minded
- Being proactive in organization
- Attentive to detail and driven to succeed
- To always maintain a flexible approach to work
- To build and maintain good working relationships both internally and externally

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 **15th September 2026**.