



Bristol Rovers Football Club Job Description

Job Title:	Head of Coaching
Line Manager:	Academy Manager
Line Manager for:	Lead Phase Coaches & Age Group Coaches
Salary:	£25,000 - £30,000 per annum (depending on experience)
Overall Purpose of Job:	
<p>To manage and monitor the implementation and development of the coaching programme to ensure excellence in all areas adhering to the EPPP, as well as overseeing the development and delivery of the coaching staff in line with the Coach Competency Framework.</p>	
Main Responsibilities:	
<ul style="list-style-type: none"> • Researching current trends of coaching/teaching, player development, and industry best practice to inform practice within the Academy • Build relationships across the academy and wider club to enable effective support to all coaching staff. • Maintain / enhance own coaching competence through regular delivery (e.g. demonstrations, covering absences). • Attend all FA / Football League events alongside the Academy Manager as directed • Conduct relevant Training Needs Analysis of all coaches current and required level of performance. • Conduct a formal programme of observing coach performance and provide effective feedback for development. • Monitor the coaching process and methodology across all phases within the Academy to ensure highest standards are maintained in line with the Academy Performance Plan. • Delivery of 1 to 1 coach development support through progressive individual specific Development Action Plans. • Conduct a Coach Mentoring Internship program – including liaison with community education programme lead. • Maintain an up to date record of all coaches qualifications and license status to ensure appropriate to role. • Develop and deliver an innovative in-house CPD program for all coaching staff based on Academy Performance Plan • Provide ad-hoc development events / resources based on common aspects identified in Development Action Plans. • Build effective relations across the multi-disciplinary teams to enhance delivery of coach development programme. • Support effective working across multi-disciplinary teams through education and promoting relevant benefits. • To work as an integral member of the Academy Management Team to support the development and implementation of the Academy Performance Plan in conjunction with the Academy Manager. • Monitor the Academy's coaching program in conjunction with the Academy Manager ensuring consistent alignment across the academy in accordance with the Academy Performance Plan. • Implementation and monitoring of the Academy's Coach Competency Framework to support coach development. 	

- To be part of the Club Technical Board to drive the development and implementation of the Academy playing philosophy across all phases as well as the development of the BRFC player technical profile.
- Contribute appropriately to the development of teaching and coaching resources
- To report bi-annually to the Academy Manager on overall progress and development within the Academy and to represent collective views on the future development and direction of the coaching program.
- To be part of the player development sub-group to monitor issues of player progression and retention, de-registration, and signing of new players.
- Ad hoc duties as required by management.
- To abide by all club policies including (but not exclusive to) Safeguarding, Equality and Health & Safety

Experience/Qualifications/Training

Essential:

- UEFA A Licence (minimum requirement)
- FA Youth Award
- Previous experience of coaching and/or coach development within a professional Club
- Knowledge and understanding of the EPPP process
- Valid FA Licenced Coaches Club membership

Desirable:

- FA Advanced Youth Award.
- Experience of working as an FA Coach Educator / Mentor
- Degree in a related subject

Safeguarding Statement

Bristol Rovers FC are committed to safeguarding the welfare of children and young people and expects all staff and volunteers to endorse this commitment. This post requires Enhanced Criminal Records Checks and may include checks against the Barred Lists, as such it is exempt from Rehabilitation of Offenders Act (1974). Therefore all convictions including spent convictions that have not been subject to filtering by the DBS should be declared". Relevant information and / or documents will be distributed as part of the recruitment process.

General Information

The employee must at all time carry out their duties with due regard to the Bristol Rovers FC policies and procedures. The employee must ensure a positive commitment towards equality and diversity by treating others fairly and not committing any form of direct or indirect discrimination, victimisation or harassment of any description and to promote positive working relationships between all internal and external stakeholders