Blackburn Rovers Football & Athletic Ltd
Job Description

Job title:	Head of Academy Performance Analysis
Department:	Performance Analysis
Based at:	BRFC Academy, BB6 8BA. However, flexibility regarding location may be required.
Reports to:	Head of Academy
Responsible for:	Academy Performance Analysts
Hours of work:	A minimum of 37.5 hours per week and any additional hours necessary for the performance of duties. This may include evening and weekend work.
Contractual status:	Permanent
1. Job purpose:	To lead and evolve the Academy Performance Analysis function in alignment with the Academy Performance Plan (APP), supporting the development of elite players and staff through data-driven insights, video analysis, and collaborative feedback. The role is a key contributor to the Academy Senior Management Team (SMT), ensuring strategic alignment across departments.
2. Duties and responsibilities:	**Strategic Leadership & Collaboration** • Represent the Performance Analysis department within the SMT and contribute to strategic planning and implementation of the APP pillars: Identify, Develop, Build, Enable, Protect. • Collaborate with Coaching, Recruitment, Sports Science, and Player Care to deliver integrated development programmes. • Lead quarterly cross-departmental meetings to ensure alignment and shared understanding. **Performance Analysis Delivery** • Lead the analysis provision for the U21s, including pre-match, in-match, and post-match analysis using video and statistical tools. • Support Phase Analysts across Foundation, Youth Development, and Professional Development Phases. • Develop and maintain performance dashboards and feedback systems for players and staff. **Data & Technology Integration** • Utilise advanced platforms (e.g., Hudl, Wyscout, StatsBomb, GPS) to support objective decision-making and player development. • Contribute to predictive modelling for player potential and injury risk. • Ensure all match and training footage is captured, analysed, and uploaded to designated platforms. **Player & Staff Development** • Contribute to the creation and review of Development Action Plans (DAPs) for players and staff. • Support the delivery of video feedback sessions and individualised learning interventions. • Provide input into player reviews and progression tracking. **Safeguarding & Welfare**

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	• Embed safeguarding principles into analysis practices, ensuring confidentiality and psychological safety. • Support welfare check-ins and contribute to holistic player care through data insights. • To be committed to ensuring the safeguarding and welfare of all staff, customers and clients of the Club. **Operational Excellence** • Maintain up-to-date databases and ensure compliance with EPPP audit requirements. • Manage student analysts and work placements, fostering a culture of learning and development. • Uphold club policies, procedures, and values in all aspects of the role.
3. Skills required:	• Strategic thinking and leadership • Advanced video and data analysis skills • Strong communication and presentation abilities • Ability to work collaboratively across departments • High attention to detail and time management • Proficiency in SportsCode (essential), Hudl, Wyscout, Coach Paint, StatsBomb (desirable) • Competence in Microsoft Office and video capture equipment • Ability to mentor, motivate and manage staff and students • Commitment to safeguarding and welfare standards
4. Knowledge required:	• Deep understanding of football tactics, technical development, and performance metrics • Familiarity with EPPP requirements and Academy audit processes • Knowledge of holistic player development frameworks • Understanding of safeguarding protocols and psychological safety • Awareness of interdisciplinary collaboration and data integration
5. Qualifications required:	• Relevant undergraduate degree (or equivalent - e.g., Sports Science, Coaching, Performance Analysis) • UEFA C License (or working towards) • MSc in Performance Analysis or related field (desirable) • UEFA B License (desirable)
DBS check required:	Yes (enhanced)

The document is a guide only and should not be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and will be amended in the light of changing needs of the organisation.

How to Apply

Due to high-levels of interest, this post may close early so early application is advised, otherwise the closing date for this role is **12 noon on Friday 4th December 2026.** To apply, please submit your application through the EFL I-Recruit platform **HERE**

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Equality and Diversity

Blackburn Rovers FC is committed to the principle of equal opportunity in employment and its employment policies for recruitment, selection, training, development and promotion are designed to ensure that no job applicant or employee receives less favourable treatment on the grounds of race, colour, nationality, religion or belief, sex, sexual orientation, marital status, age, ethnic and national origin, disability or gender reassignment.

Safer Recruitment

Blackburn Rovers FC is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. The successful applicant will be required to undertake appropriate safeguarding checks as well as providing proof of right to work in the UK.