



Blackburn Rovers Football & Athletic Ltd

Job Description

Job title:	Senior Professional Development Phase Coach (Under 21 Head Coach)
Department:	Academy Coaching
Based at:	BRFC Academy, however flexibility on location is required.
Reports to:	Head of Academy / Head of Academy Coach Development
Responsible for:	N/A
Hours of work:	A minimum of 40 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:	Head Coach of the Under-21 team within the Professional Development Phase (PDP), delivering the Club's technical programme (coaching phases, blocks, and position-specific profiles) so every player progresses toward first-team football in line with our playing style and long-term strategy. This role is pivotal in creating a supportive and challenging environment where young players can thrive, both on and off the pitch, aligning with the academy's commitment to excellence and the elite Player Performance Plan (EPPP). The coach will play a crucial role in shaping the future of the players, fostering a love for the game, and instilling our club motto of 'By Skill & Hard Work'.
2. Duties and responsibilities:	<p>Coaching & Player Development (EPPP-Aligned)</p> <ul style="list-style-type: none"> Plan, design, deliver, and evaluate high-quality sessions (individual, unit, team) that reflect the Academy philosophy and position-specific requirements across PDP age groups. Set and uphold exacting standards of discipline, professionalism, and detail on and off the pitch while creating an inclusive, positive, and challenging learning environment. Lead IDP/IDT processes in line with EPPP: schedule meetings, set goals, track progress, and provide regular feedback using approved software and performance data. Own all game-preparation and review workflows: opposition analysis, game plans, pre-training video previews, post-training reviews, and post-match debriefs—cementing learning in line with Club style and principles. Oversee performance analysis for individuals/units/team and deliver clear, timely feedback to players and staff. <p>Collaboration, Transition & Operations</p> <ul style="list-style-type: none"> Lead the U21 team in the Professional Development League; manage day-to-day operations, weekly schedules, and the U21 coaching curriculum to consistent standards. Work collaboratively within the MDT (coaching, analysis, S&C, medical, psychology, nutrition) to deliver an integrated, player-centred programme; communicate insights regularly to Academy and First-Team staff. Coordinate closely with the U18 Head Coach and the First-Team Transition/Player Development Coach to ensure seamless movement between



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	<p>U21s and the First Team; manage the transition of Academy players to senior football.</p> <ul style="list-style-type: none"> Align with First-Team staff, Head of Academy, and Head of Coaching on content, loan strategy, and return-to-train plans; attend loan fixtures and report as required. Produce and maintain session plans, reports, and reviews to EPPP standards; monitor and evaluate development across the U21 squad, attending IDP meetings and providing evidence-based feedback.
<p>3. Skills required:</p>	<p>Coaching & Player Development Expertise</p> <ul style="list-style-type: none"> Player-first, development-centred mindset: prioritises growth over short-term results; builds processes that mature young players for first-team football. Mastery of position-specific profiles and club playing style; translates principles into clear individual, unit, and team objectives. Strong grasp of integrating technical–tactical, physical, and psych-social loads across the PDP. Sets SMART goals, leads IDPs, and continuously monitors/evaluates performance with evidence-based feedback. Upholds elite standards of discipline, confidentiality, and professionalism on and off the pitch. <p>Performance Analysis, Communication & Presentation</p> <ul style="list-style-type: none"> Produces clear, impactful presentations for players and staff using PowerPoint/Keynote (match plans, learning reviews, player reports). Competent in clipping, coding, and tagging training and matches with industry-standard analysis software to create best-practice tactical clip packages. Executes complete review workflows: pre-training video previews, post-training reflections, opposition and self-analysis, and post-match debriefs aligned to the Club philosophy and EPPP expectations. Excellent communication skills—written, verbal, and delivery to varied audiences; able to make complex ideas simple, actionable, and engaging. <p>Leadership, Organisation & Collaboration</p> <ul style="list-style-type: none"> Dynamic, hardworking, enthusiastic leader who motivates and inspires others while modelling integrity, honesty, and empathy. Strong organisational and time-management skills; comfortable working under pressure. Self-aware, reflective, and receptive to feedback; actively pursues continuous improvement. Effective team player within a multi-disciplinary environment (coaches, analysis, S&C, medical, psychology, nutrition) and capable of working independently when required.





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	<ul style="list-style-type: none"> Proficient with Microsoft, Apple (especially Excel for tracking/analysis and PowerPoint for delivery); data-literate and comfortable using digital tools to inform decisions.
<p>4. Knowledge / Experience required:</p>	<p>Must have: <i>proven management experience at First-Team level and a clear understanding of First-Team coaching & player demands (training intensity, match cadence, media/schedule pressures, selection standards) to prepare U21 players for seamless transition.</i></p> <p>Coaching & Player Development Expertise</p> <ul style="list-style-type: none"> Development-centred approach: prioritises player growth over results; coach the clear IDPs aligned to club standards. Proven record developing & working with young professional players for seamless first-team transition; experience working daily with full-time pros in elite environments. Deep knowledge of Academy & 1st Team structures and pathways. Strong command of the game’s key elements—technical detail, tactical principles, and team systems—and the ability to translate them onto the pitch with fine, position-specific detail. Robust understanding of weekly periodisation to integrate technical-tactical, physical, and psycho-social loads across the PDP. Applies sports psychology principles to optimise learning, resilience, confidence and coach–player interactions. <p>Performance Analysis, Communication & Presentation</p> <ul style="list-style-type: none"> Creates high-impact player/staff presentations in PowerPoint/Keynote (game plans, reviews, development updates). Competent in clipping/coding training and matches with industry-standard analysis software; builds best-practice tactical clip libraries to reinforce learning. Leads full review workflows: pre-training previews, post-training reflections, opposition/self-analysis, and post-match debriefs, all aligned to Club philosophy and EPPP requirements. Clear, concise communicator (written and verbal) able to engage players, parents, and staff; simplifies complex concepts into actionable tasks. <p>Leadership, Organisation & Collaboration</p> <ul style="list-style-type: none"> Dynamic, enthusiastic leader who motivates and inspires; manages individuals and departments with integrity, honesty and empathy. Exceptional organisation and time management; delivers to tight deadlines and maintains confidentiality and professional standards. Sets SMART goals in line with player development plans; monitors and evaluates performance using data and approved platforms; receptive to feedback and reflective practice. Collaborative within a multi-disciplinary team (coaching, analysis, S&C, medical, psychology, nutrition) and effective working independently. High proficiency with key software needed for analysis, session design and reporting (especially Keynote/ PowerPoint for delivery); digitally literate and comfortable leveraging data to inform decisions.





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5. Qualifications required:	<ul style="list-style-type: none"> UEFA Pro Licence (<i>preferred/actively working towards</i>) in addition to the minimum below. Minimum UEFA A Licence. FA Youth Modules 1, 2, 3 (<i>working towards or recognised equivalents</i>). Advanced Youth Award (<i>desirable/working towards</i>). Recognised management/leadership qualification. FA Safeguarding Children (in date). FA First Aid (<i>in date</i>). Full, valid UK driving licence.
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 **5pm on Tuesday 26th May 2026**. To apply, please submit your application through the EFL I-Recruit platform [HERE](#)

CV's will not be accepted.

Equality and Diversity

Blackburn Rovers 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 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.



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