



Blackburn Rovers Football & Athletic Ltd

Job Description

Job Title:	Part-Time Academy Coach
Department:	Academy Coaching
Based at:	BRFC Academy, BB6 8BA. However, flexibility regarding location is required.
Reports to:	Relevant Cell Lead / Age-Group Head Coach
Responsible for:	Supporting the coaching and development of players within the allocated age group(s)
Hours of work:	A minimum of 12 hours per week over 44 weeks per calendar year, plus any additional hours necessary for the performance of duties. This will include regular evening and weekend work.
Contractual status:	Permanent
1. Job purpose:	To support the delivery of an outstanding, individualised and age-appropriate coaching and development programme for Academy players from U9 to U16, as allocated by the Head of Coach Development. Working under the direction of the relevant Cell Lead or Age-Group Head Coach, the role will contribute to high-quality training and matchday experiences, help each player progress technically, tactically, physically, psychologically and socially, and create a safe, positive and demanding environment aligned to the Academy game model, curriculum, values and “By Skill & Hard Work” identity.
2. Duties and responsibilities:	Programme contribution and flexibility • Support the relevant Cell Lead and Age-Group Head Coach in delivering the weekly programme for the allocated age group, working within agreed objectives, roles and responsibilities. • Be willing and able to work across any Academy age group from U9 to U16 according to programme, staffing and player-development needs. • Adapt coaching style, communication, practice design and expectations appropriately to the players’ age, stage, experience, learning needs and phase of development. • Prepare thoroughly, arrive punctually and communicate availability or emerging issues promptly to the relevant lead coach. • Contribute positively to cell meetings, technical meetings, coach-development activity and relevant Academy events when required. Coaching and matchday delivery • Plan, deliver and evaluate high-quality team, unit, position-specific and individual coaching in line with the Academy game model and coaching curriculum. • Create varied, enjoyable and game-relevant practices which develop technical quality, creativity, game understanding, decision-making, adaptability and confidence.



EMPLOYER RECOGNITION SCHEME

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- Use questioning, feedback, guided discovery, demonstration, reflection and age-appropriate video to deepen learning and encourage increasing player ownership.
- Support matchday and festival delivery as directed, ensuring game time, positions, formats and stretch opportunities reflect individual development rather than short-term results.
- Maintain high standards of supervision, behaviour, safety and professional conduct at training, fixtures, tours and Academy events.

Individual player development

- Know the players within the allocated group, including their strengths, learning needs, individual objectives and relevant personal circumstances.
- Ensure agreed individual development priorities are visible within sessions, games, feedback and additional provision.
- Observe players carefully and provide honest, specific and age-appropriate feedback which builds understanding, confidence and responsibility.
- Contribute clear evidence to player reviews, pathway discussions and retain/release decisions when requested.
- Support the planning, coaching and reporting of trialists to help the Academy make fair and thorough assessment decisions.

Multidisciplinary, parent and safeguarding responsibilities

- Work collaboratively with Coaching, Recruitment, Analysis, Sport Science and Medicine, Education, Player Care and Safeguarding so that each player receives one connected programme.
- Follow agreed plans relating to growth, maturation, injury, return to performance, education, wellbeing and additional support needs.
- Build professional and constructive relationships with parents and carers, communicating only within the scope agreed by the Cell Lead or Age-Group Head Coach.
- Recognise and report safeguarding, welfare, medical, education or performance concerns immediately through the correct channels.
- Maintain clear professional boundaries and always follow safer-working practice.

Monitoring and administration

- Complete session plans, attendance, game reports, player observations and other required records accurately and within agreed timescales.
- Use Hudl, the Football Intelligence Platform and other agreed Academy systems appropriately to support planning, feedback and review.
- Provide relevant information promptly to the lead coach and complete agreed actions within the required timescale.
- Maintain confidentiality and handle player, family and Club information in accordance with data-protection requirements.

Professional practice and development

- Model the Academy's values through high standards of preparation, honesty, respect, communication, behaviour and personal accountability.



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	• Engage positively with observation, feedback, appraisal and the Academy Coaching Expertise Framework. • Take ownership of an individual development plan and maintain relevant qualifications, licences and CPD. • Work in accordance with EPPP, Premier League and EFL rules, Club policies, health and safety requirements and safeguarding procedures. • Represent Blackburn Rovers professionally at all times.
3. Skills and personal attributes:	• A clear commitment to individual player development and an understanding that long-term potential takes priority over short-term team outcomes. • Ability to connect with, motivate and appropriately challenge players across different ages and stages of development. • Strong planning, organisation, communication and relationship-management skills, with the reliability to meet agreed commitments and deadlines. • Ability to work collaboratively within a coaching and multidisciplinary team while taking ownership of assigned tasks. • Ability to give and receive honest feedback and remain reflective, adaptable and open to learning. • Good observation, analysis, decision-making and problem-solving skills. • A calm and professional approach, with high levels of integrity, enthusiasm and personal responsibility.
4. Knowledge required:	• Sound understanding of child and adolescent player development within an elite football Academy. • Knowledge of age-appropriate coaching, learning and talent-development principles across the Foundation and Youth Development Phases. • Understanding of technical development, game understanding, physical growth, maturation and the psychological and social needs of young players. • Knowledge of safeguarding, child-protection policy, safer-working practice and professional boundaries. • Awareness of EPPP and the regulatory environment applying to Category One Academies. • Understanding of individual development planning and evidence-informed player feedback and review.
5. Qualifications required:	Essential • UEFA B Licence • FA Youth Award or relevant age-phase qualification • Current FA safeguarding qualification • Current Emergency First Aid in Football (EFAiF), or recognised equivalent • Relevant experience of coaching and developing children or young players within an Academy, grassroots or high-performance environment



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	• Ability to work evenings and weekends and travel to training, fixtures and Academy activities as required Desirable • FA Advanced Youth Award, or actively working towards completion • Experience within a professional football Academy or Category One environment • Relevant degree or equivalent qualification • Experience of using video and online performance-management systems to support player learning • Playing or coaching experience across more than one Academy age phase
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 Wednesday 26th August 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 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.



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