



Blackburn Rovers Football & Athletic Ltd

Job Description

Job title:	First Team Individual Development Coach
Department:	Senior Coaching
Based at:	Senior Training Centre, Brockhall Village, Old Langho, BB2 8FA. Flexibility regarding location is required.
Reports to:	Assistant Head Coach and Head of Player Development
Responsible for:	N/A
Hours of work:	40 hours per week plus any additional hours necessary for the performance of duties. This will include evening and weekend work.
Contractual Status:	Permanent
Job purpose:	To embed a consistent, measurable and individualised player development approach within the first team, working collaboratively with staff to deliver the club's philosophy through structured Individual Development Plans (IDPs) and ensuring every player's progress is maximised, regardless of selection status, injury, loan or squad travel.
2. Duties and responsibilities:	- To be committed to ensuring the safeguarding and welfare of all staff and players, promoting their well-being whilst maintaining professional boundaries; - Assist in the delivery process of the IDPs for first-team players and players in the Professional Development Phase (PDP), including those on loan and in transition to the first team; - Tailor technical sessions that address technical skills, tactical understanding, physical conditioning and mental resilience, linked to the club's principles and each player's position-specific priorities; - Develop an understanding of each player's learning style, personality and motivations, and tailor coaching approaches accordingly; - Conduct regular one-to-one meetings with players to discuss performance, establish trust, set personalised goals and monitor progress, with a structured IDP review held with every player each development block; - Work with the medical and sports science teams to ensure a seamless transition of players returning from both long and short-term injuries; - Design a structured process for identified 'high potential' Academy players (YDP / PDP phases) to gain progressive exposure to first-team training and the matchday environment. - Collaborate closely with the data department to connect the pitch, video and analysis evaluations of player performance and development with the objective breakdown of each player's performance and trajectory; - Track and monitor individual development against defined benchmarks, ensuring all records are accurate, securely stored and accessible to authorised staff on the club's platforms; - Create and deliver engaging and challenging individual and small-group sessions that cater to the specific needs of each player, utilising innovative coaching techniques and technology, including the club's on-pitch coaching cart; - Plan sessions with the existing coaching and sports science staff so that content fits within the weekly training load and match cycle;



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	• Build a position-specific best practice library of session plans with accompanying videos; • Remain at the training centre on matchdays and during squad travel to coach players not selected for the matchday squad and players returning from injury; • Oversee the technical content of these sessions in collaboration with medical and sports science staff, respecting return-to-play protocols and load targets; • Review first-team / PDP matches to assess individual player performance; • Produce clear, impactful presentations for players and staff in PowerPoint/Keynote, including match and training reviews; • Work closely with the club's analysis department to clip, code and annotate training sessions and matches; • Encourage players to take ownership of their learning through guided self-analysis and personal clip libraries; and • Uphold the club's safeguarding, data protection and code of conduct policies at all times, with particular care when working with young professionals.
3. Skills required:	• Highly organised, detail-focused and reliable against deadlines; • Collaborative and committed to continual learning; • Excellent communication skills with patience and clarity to young players stepping up, building trust quickly; • Curious about people and understands how each player learns and what motivates them; • Exercise discretion and integrity; • Adaptable to the demands of a first-team schedule, including evenings, weekends, travel and short-notice changes; • Strong proficiency in PowerPoint/Keynote and Hudl/SportScore, Wyscout clipping, editing and annotation; and • Fully aligned with the club's playing philosophy, reinforcing consistent messages across departments.
4. Knowledge / Experience required:	• Experience of working with performance data to evaluate player development and trajectory; • A proven track record of developing elite players, with demonstrable evidence of individual progression from academy to first team; • Strong experience in player development and of the Player Performance Pathway (EPPP); • Excellent knowledge of football rules and regulations ensuring compliance with regulatory and governing football bodies; • Knowledge of data and how this can inform strategy within an elite sporting environment; and • Working towards the UEFA Pro Licence.
5. Qualifications required:	• UEFA A Licence (essential) • FA Advanced Youth Award (essential) • FA Youth Award Modules 1, 2 and 3 (essential) • UEFA Pro Licence (desirable)



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	• Safeguarding qualifications appropriate to working with young players (e.g. FA Safeguarding Children) (desirable) • A degree in sports science, coaching or a related discipline (desirable) • Experience of working within in an EFL or Premier League first-team environment, or a Category 1 or 2 EPPP academy (desirable) • Proven track record of working in player development within a professional club or academy environment.
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 Tuesday 3rd November 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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