

Job Description



Job Title	Youth Development Phase Coach
Reporting to	Head of Academy Coaching
Location	Academy
Line Management Responsibility	N/A
Main Purpose	<p>To work as part of a team in the delivery of the 13-16 Coaching programme working alongside the Lead Youth Development Phase coach, Academy Manager and Head of Coaching.</p> <p>Taking a holistic approach to improve the player development of 13-16-year-old players to progress them into the Professional Development programme.</p> <p>To link with Lead Youth Development Phase coach, Academy Manager, Head of Coaching and other Development Phase Coach in the delivery of the programme and individual Players Learning outcomes, providing a variety of experiences for players in the formative years.</p>
Working Hours	Full time which will include evenings, weekends and bank holidays as required and in line with business needs.

DUTIES & RESPONSIBILITIES

Your main responsibilities for this role include, but are not limited to the following:

- Play a significant part in the implementation of the Youth Development phase programme.
- Support and deliver the coaching programme for the Youth Development Phase Age groups 13- 14
- Provide cover to support and deliver the coaching programme for all of the Youth Development Phase age groups as required
- Communicate with part time coaches within Youth Development Phase age groups alongside the Lead Phase Coach.
- Have a clear understanding of the Club Philosophy and Academy Performance Plan
- Implementing and maintaining the Premier Leagues 'Elite Player Performance Plan' (EPPP) rules and regulations for the Youth Development Phase, making sure it underpins the work of the department.
- Update the Players performance clock and be involved in 6- and 12-week reviews.

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- Integrate with all Academy department staff to deliver a holistic development programme for all players.
- Coach a team in the YD Phase age group with a part time staff member ensuring clear integration.
- Undertake enhancement of specific personal qualifications and all CPD provided by the Club and regulatory bodies.
- To ensure the Academy Performance Plan underpins the work of the department.
- To complete all tasks related to Coach Competency Framework.
- To contribute positively to the Clubs vision and culture
- To promote and adhere to the Equality, Diversity and Inclusion Policy and to work consistently to embed ED&I into everything.
- To ensure the working environment is free from harassment and discrimination and any other form of unacceptable behaviour.
- To fully participate in one-to-ones and departmental reviews and meetings.
- To fully participate in annual and mid-term appraisals.
- To understand the Club's Safeguarding policy, procedures and best practice guidelines and use these to ensure appropriate and safe working practices applicable to the role.
- To promote and assist with Safeguarding.
- To carry out CPD and keep up to date with any training and updates relevant to the role.
- To ensure the health & safety within the Club for self and others is adhered to at all times.
- To carry out all responsibilities with due regard to the Club values and all policies and procedures, in particular Health & Safety, Equality and Diversity and Safeguarding.
- To fully support and participate as requested in the Clubs internal group activities for EDI, sustainability and wellbeing.
- To undertake all required training, including mandatory Club Equality and Diversity, Safeguarding and Health and Safety training.

The duties and responsibilities described are not a comprehensive list and additional tasks may be assigned to the employee from time to time; or the scope of the job may change as necessitated by business demands.

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PERSON SPECIFICATION

Essential Criteria

- FA Advanced Youth Award
- UEFA B License
- Previous experience of coaching U12 -16 players in an Academy environment
- Member of the FA Licensed Coaches Club
- FA Safeguarding Children
- Emergency First Aid in Football
- Computer Skills as PMA forms a large part of Data collection
- Positive attitude to Information Technology
- Highly organised and methodical approach to workload
- Confidential and diplomatic
- Excellent communication skills both written and verbally
- Full clean UK driving license
- Right to Work in the UK

Desirable Criteria

- Working towards UEFA A License
- Category 1/2 Coaching experience

Equality and Diversity

West Bromwich Albion FC is an equal opportunities employer and is committed to provide equality and fairness for all employees and opposes all forms of unlawful and unfair discrimination and positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status or pregnancy and maternity.

Safer Recruitment

West Bromwich Albion is committed to safeguarding and promoting the welfare of children, young people and adults at risk, therefore expects all staff and volunteers to share this commitment.

WBA's Safeguarding, Equality and Whistleblowing policies can be accessed here <https://www.wba.co.uk/club/about-us/club-policies>

It is unlawful for the Club to employ anyone who is involved with regulated activity who is barred from doing so and we will carry out rigorous pre-employment checks and screening. An Enhanced DBS, References, Qualifications, Proof of Identity and Right Work in the UK checks will be required and carried out prior to commencement in this post.

Signed	Name	Date