



VACANCY

Academy Head of Coaching

Full Time, Permanent

As a founder member of the Football League (EFL), Bolton Wanderers is a football club that is internationally renowned, having played in all four professional leagues of English football, as well as winning the FA Cup on four occasions.

There has never been a more exciting time to join Bolton Wanderers following the acquisition of the club in 2019, Football Ventures (Whites) Ltd under the chairmanship of Sharon Brittan. The club is undergoing a period of transformation with inspiring ambitions and clear plans for the future that will elevate the club back to its former prominence.

We now have a fantastic opportunity for an experience and passionate individual to join us and be part of the journey as our Academy Head of Coaching. The role will be instrumental in developing and delivering our Academy strategy. The successful candidate will need to be an experienced coach with the ability to lead the Academy coaching staff.

As an equal opportunities employer, Bolton Wanderers Football Club is committed to the equal treatment of all current and prospective employees and does not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership.

We aspire to have a diverse and inclusive workplace and strongly encourage suitably qualified applicants from a wide range of backgrounds to apply and join us. BWFC seek to ensure that all children and young people are protected and kept safe from harm while they are with staff and volunteers within Bolton Wanderers activities. Everyone at Bolton Wanderers have a safeguarding responsibility to all work colleagues, fans and any vulnerable adults and children.

This position comes with a competitive salary, healthcare and pension package after a probation period. Development opportunities will also be offered for this role. If you think you would be suitable for the role please email hr@bwfc.co.uk for an application form.

Closing date for applications: Friday 10th June at 5pm

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Job Description

Job Title	Academy Head of Coaching	Contract Type	Full Time / Permanent
Reporting To	Head of Academy	Department	Academy
Location	Lostock Training Ground	Responsible for (if manager)	Academy Coaching Staff

Role Purpose

To manage and lead Bolton Wanderers' Academy coaching staff in the delivery of the coaching to all levels of the Academy.

Main areas of responsibility

- Oversee the effective delivery of the Academy coaching curriculum
- Oversee the implementation of the coaches' competency framework and shaping and influencing CPD training programmes targeting coaches as they work through their coaching pathway
- Ensure that all coaching staff hold and are up-to-date in regards to their qualifications and CPD relevant to their role in the Academy
- Take ownership of and ensure that the Academy's Coaching Programme is delivered consistently throughout the Development Phases in line with the playing and coaching philosophy of the Academy
- Ensure that the first-team coaching and playing philosophies permeate down and through the academy development phases and age groups
- Contribute, develop and maintain the Academy Performance Plan (APP) annually to ensure its effectiveness in achieving the football coaching category's desired outcomes
- Support the workforce model that aligns with the Football League rules in identifying and deploying coaching staff in specific roles and phases within the academy



- Take the lead role in departmental planning for coaching that links to academy objectives and creating individual action plans to help achieve those objectives
- Deliver against the EPPP outcomes in relation to planning, reporting and uploading data into the PMA to meet with regulation and ISO benchmarking
- To attend relevant external meetings including EFL, LFE, Premier League and FA meetings
- Contribute to Academy Management Team and Technical Board meetings where needed, leading and guiding on aspects relating to coaching and delivery
- BWFC seek to ensure that all children and young people are protected and kept safe from harm while they are with staff and volunteers within Bolton Wanderers activities. Everyone at Bolton Wanderers has a safeguarding responsibility to all work colleagues, fans and any vulnerable adults and children
- Be an ambassador of the Group, providing excellent customer service at all times whilst portraying a professional image
- Perform other duties as required, which are considered relevant to the post and to the objectives of the Group as identified by the Head of Academy, First Team Manager and Technical Performance Director
- Treat all colleagues as customers ensuring respectful positive outcomes across communications.
- Adhere to and abide by all BWFC policies, procedures and guidelines especially remembering responsibilities to others under Equal Opportunities, Health and Safety, Equality and Diversity
- This post is subject to a DBS disclosure



Person Specification

Job Title: Academy Head of Coaching

	Essential Requirements	Desirable Requirements
Qualifications	<ul style="list-style-type: none"> • UEFA A Licence • UEFA B Licence • FA Advanced Youth Award • FA Safeguarding Children Qualification • Enhanced DBS • Emergency First Aid in Football (or equivalent) 	<ul style="list-style-type: none"> • UEFA Pro Licence • Academy Managers Licence
Experience	<ul style="list-style-type: none"> • Minimum 3 years' experience in a professional football academy environment • Previous experience within an Academy Coaching role • Experience of coaching and delivering sessions to elite players / A license standard 	<ul style="list-style-type: none"> • Experience in supporting and mentoring the development and differing needs of players and staff to grow to their full potential
Knowledge, Skills and Qualities	<ul style="list-style-type: none"> • An in depth understanding of current local and national issues surrounding the recruitment and development of players • Significant understanding of the FA/EFL/PL rules surrounding youth development in all areas of the academy • Excellent written, verbal and presentation skills • Ability to organise, schedule and adapt to meet conflicting deadlines and respond to changing situations • Proactively identifies and builds sustainable relationships with key stakeholders 	