



## VACANCY

### Academy Lead Phase Youth Development Coach 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 Lead Phase Youth Development Coach. The role will be instrumental in developing and delivering our Academy strategy. The successful candidate will need to be an experienced coach with a passion for youth development.

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](mailto:hr@bwfc.co.uk) for an application form.

**Closing date for applications: Friday 10<sup>th</sup> June at 5pm**

**ONE** | CLUB  
COMMUNITY  
TOWN



## Job Description

<b>Job Title</b>	Lead Youth Development Phase Coach	<b>Contract Type</b>	Full Time / Permanent
<b>Reporting To</b>	Head of Coaching	<b>Department</b>	Academy
<b>Location</b>	Lostock Training Ground	<b>Responsible for (if manager)</b>	

### **Role Purpose**

To be responsible for developing an elite, multi-disciplinary environment to maximise the development of players in the Youth Development Phase, in line with the club's coaching and playing philosophy and meeting all EPPP requirements.

### **Main areas of responsibility**

- Plan, deliver and evaluate coaching sessions in line with the Academy's coaching and playing philosophy
- Lead a varied games programme for players in the Youth Development Phase
- Ensure all players in the Youth Development Phase have an Individual Learning Plan which is consistently delivered, reviewed and adapted, with appropriate opportunities to practice on the areas highlight
- Assist with administrative tasks related to the role, including general organisation, recording of sessions, player reviews, learning objectives and weekly reflections through the PMA and other systems
- Monitor and report on the achievement of performance targets and overall progress of the Youth Development Phase
- Manage the transition of players that play and train between the Youth Development Phase (YDP) and Professional Development Phase (PDP)



- In conjunction with the Head of Coaching, assist part-time coaches with working towards their Development Action Plans and the club's Coach Competency Framework
- Attend and contribute to meetings as directed by the Head of Academy or Head of Coaching
- To undertake personal CPD as appropriate to meet the demands of the role
- 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 and Head of Coaching
- 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: Lead Phase Youth Development Coach

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