



# MORECAMBE FC ACADEMY

MAZUMA STADIUM, CHRISTIE WAY, WESTGATE, MORECAMBE, LA4 4TB



## JOB DESCRIPTION

**Job Title:** Academy Coach (Foundation Phase/Youth Development Phase)

**Reporting to:** Academy Manager/Head of Coaching/  
Lead Phase Coach

**Location:** Morecambe Football Club Academy

### Key responsibilities

#### Main tasks

- Deliver the academy's coaching curriculum including adapting activities aligned with Club's coaching and playing philosophies
- Work within the coaches' competency framework and participate in CPD training programmes
- Liaise with Lead Phase coaches within the coaching and Games programme supporting transition from age-to-age groups and phases
- Implement the policies and practices highlighted in the Academy Performance Plan (APP) to ensure that the all aspects meet with desired outcomes
- Comply with the Football League rules in delivering training models and Games Programme in line with EPPP rules and regulations
- Support multi-disciplinary planning integrating other disciplines within the planning and implementation stages
- Meet all EPPP requirements in relation to planning, reporting and uploading data into the PMA either periodically and/or creating annual reporting
- Attend and contribute to Departmental meetings and guide where necessary

#### Specific tasks

- Support and lead on football activities, including: – Supporting Lead Phase coaches with regard to periodisation of coaching blocks; game planning and preparation; coaching and game evaluation including post-match analysis (all evidenced within the PMA)
- Create and organise individual reviews ensuring that Individual Learning Plans form the basis for reviewing performance in addition to consultation with Science and Education departments in providing holistic individual reviews and plans Implement the 'coaching working week' within your coaching timetable with regard to ensuring the relevant number of coaching hours are delivered, acknowledging intensities and frequencies, and the management of rest and recovery (plans should demonstrate that multi-disciplinary involvement is included)

- Ensure that 5-hours of CPD is achieved annually in keeping with the maintenance of the UEFA B/A qualification
- Ensure that you actively engage with the your individual coaching plan in line with the Head of Coaching development framework
- Implement the first-team playing and coaching strategies into the coaching curriculum and Games Programme
- Support early and late developers and include this aspect within squad management
- Take the responsibility for identifying squad, age and player development by reviewing periodic reports and performance clock data; this process should support and identify potential players moving into schoolboy contract stage
- Work within the player competency framework to determine that players are staying on track with the performance philosophies embedded into the club's objectives
- Work within the Club's safeguarding framework (inc. welfare) in ensuring compliance with safeguarding policies, supporting inductions, lifestyle management courses and exit and release strategies
- Ensure that you work within the Club's Equality and Diversity policy in maintaining equitable practices in supporting and delivering inclusive practices.

### **Person Specification**

- Demonstrates enthusiasm and is committed to achieving agreed objectives within Elite Performance Player Planning and Academy activities
- Effective at preparing, planning and implementing all aspects of academy administration that are aligned with whole-club objectives for coaching young talented football players
- A dynamic, hardworking and enthusiastic individual that is able to relate to all staff members and participants engaged in academy and coaching activities
- Proactive decision maker with excellent verbal and written communication skills that is effective in communicating across all departments within a multi-disciplinary approach.
- Takes responsibility for ensuring a high quality of work and maintaining standards in line with the responsiveness needed for delivering against the club's coaching objectives and philosophies
- Is receptive to feedback about own behaviour, strengths and areas for improvement that identifies improvement strategies relating to academy coaching activities
- Displays a high level of confidentiality and transparency and is able to contribute to team meetings in a professional manner
- Displays an understanding of the academy's coaching curriculum and is able to transfer and communicate information in an informative and constructive manner
- Understands the importance about Health & Safety principles and practice and safeguarding in the delivery of academy coaching and match activities

## Qualifications

### Essential

- UEFA 'B' Licence
- Current Lancashire FA DBS certification (Enhanced) (\*see below)
- EFAiF/BFAS certification

### Desirable

- UEFA 'A' Licence
- FA Youth Award inc. module assessment
- FA Advanced Youth Award
- Degree in Sport, Sport Science or equivalent

## Safeguarding statement

Morecambe FC is committed to safeguarding the welfare of children and young people and expects all staff and volunteers to endorse this commitment.

This post requires Enhanced Criminal Records Checks and may include checks against the Barred Lists; as such it is exempt from Rehabilitation of Offenders Act (1974). Therefore all convictions including spent convictions that have not been subject to filtering by the DBS should be declared".

Relevant information and / or documents will be distributed as part of the recruitment process.

## General information

The employee must at all time carry out their duties with due regard to the Morecambe FC policies and procedures.

The employee must ensure a positive commitment towards equality and diversity by treating others fairly and not committing any form of direct or indirect discrimination, victimisation or harassment of any description and to promote positive working relationships between all internal and external stakeholders.

Given the under-representation of BAME coaches in the workforce it is important that Clubs have a policy of ensuring that some positions within their Academy are open to 'entry level' candidates with no previous experience. Otherwise the lack of previous experience in the BAME coaching workforce will mean that the current under-representation will self-perpetuate.

## Applying for the Role

Applications are to be sent to: [academy@mfc-academy.com](mailto:academy@mfc-academy.com)

Applicants are requested to submit a completed application form, together with a letter of application, setting-out how you meet the criteria for the role. Please state which role you wish to apply for. Please note that we will only accept applications on the Club's application form.

**Closing date for applications: 14 September 2020**

**Only applicants invited for interview will be contacted.**