



Academy Goalkeeping Coach

Scunthorpe United is a North Lincolnshire football club founded in 1899 and presently competing for promotion from Sky Bet League One. Work is set to begin on a brand new state of the art £25-million 12,000 capacity stadium, which will also provide top class training facilities and much more besides. We are one of the most ambitious and progressive clubs in the English Football League and there has never been a more exciting time to join us.

QUALIFICATIONS

FA B Licence Goalkeeping (or working towards this qualification), UEFA B Licence (or working towards this qualification), FA Youth Award Modules 1, 2 & 3 (or working towards these qualifications), FA Level 2 Goalkeeping & Outfield, FA Emergency Aid / Basic First Aid for Sport (BFAS), FA Safeguarding Children, Member of the FA Licensed Coaches Club, Enhanced DBS Certificate, Computer literate

KNOWLEDGE AND EXPERIENCE

- > Experience of working with the 5-11 year age groups
- > Experience of working with the 12 – 16 age groups
- > Previous experience of working within a professional football club academy in a GK coaching role, ideally in a variety of settings
- > A clear understanding of the Academy system and the professional football environment and is conversant with the Performance Management Application (PMA)
- > An understanding and agreement with Scunthorpe United's football club's football philosophy, values and culture
- > An excellent knowledge, understanding and compliance with football child protection and safeguarding legislation
- > An in-depth knowledge and understanding of the EPPP and of what is required to meet the needs of external audit and categorisation
- > Understands how children learn and is able to structure sessions that are age specific and appropriate to the players needs depending on their age
- > Addresses the different learning styles and uses various methods to do so.

PERSONAL SKILLS

- > Excellent interpersonal skills – must be a consistent team performer and able to forge excellent working relationships with staff, parents, players
- > Possesses excellent organisational skills and is able to meet targets
- > A dynamic coach, excellent technician/demonstrator/educator
- > Ability to relate effectively with fellow coaches and the players
- > Good overall level of numeracy and literacy

- > IT skills to include an excellent level of competence using Excel, Word, and PowerPoint, Email and can complete the PMA as required
- > A “can do” innovative attitude
- > Presents solutions rather than problems
- > A genuine and consistent team player and team leader
- > Has a passion for working with players to develop them so that they are able to achieve.
- > Is able to create structure to work in a methodical, planned way.
- > Enjoys the 1:1 and group interaction when working collaboratively.
- > Gets a buzz from working in an elite sporting environment and in particular football.
- > Has a desire to develop their own knowledge, skills and capability to be at the leading edge of coach and player development.
- > Enjoys achieving results through others.

HOURS OF WORK

Variable and dependant on age group working with

PURPOSE OF THE JOB

To coach and assist within the Academy, in line with the Scunthorpe United Football Club philosophy, values and culture and the Academy Performance Plan (APP).

KEY RELATIONSHIPS

Internal - Phase Lead Coach, Academy Manager, 1st Team GK Coach, Head of Coaching
Recruitment Department, Academy Staff, Club Staff.
External - Regulatory Bodies (English Football League, Football Association. YDP Coaches at other Professional Football Clubs. Local Grass-root clubs

CONTRACT

Fixed Term – immediate start – end of contract 6th May 2018

CV's and cover letters to be sent to tony.daws@scunthorpe-united.co.uk

Academy Goalkeeping Coach – Part Time

Scunthorpe United Football Club is seeking to recruit a self-motivated, committed, confident and knowledgeable individual to join the Football Department in the position of Academy Part-Time Goalkeeping Coach. The role of Academy Part-Time Goalkeeping Coach is fundamental to the long term vision of Scunthorpe United Football Club in helping to identify and develop elite goalkeepers within our programme.

The role includes delivering the Goalkeeping Curriculum within the Foundation (9-11) and Youth Development (12-16) Phases. The successful applicant will plan and evaluate all sessions undertaken, be required to upload the information onto the Premier League player management tool (PMA), as part of our on-going coach mentoring programme and in line with ISO audit requirements. The successful candidate will be expected to work on specific weekday evenings and at weekends covering both training and the games programme.

The successful candidate will be required to have good knowledge of the game through playing experience and preferably have previous experience of coaching at Academy level. All applicants under the EPPP guidelines must hold or be working towards the following mandatory qualifications:

FA B Licence Goalkeeping (or working towards this qualification)

UEFA B Licence (or working towards this qualification)

FA Youth Award Modules 1, 2 & 3 (or working towards these qualifications)

FA Level 2 Goalkeeping & Outfield

FA Emergency Aid / Basic First Aid for Sport (BFAS)

FA Safeguarding Children

Member of the FA Licensed Coaches Club

Enhanced DBS Certificate

Computer literate

Closing date for applications: Friday 27th October 2017 at 5pm

For logistical travel reasons, applications are invited from all candidates but in particular candidates that reside within 60 minutes maximum travel time of Scunthorpe United Football Club DN15 8TD. This is a part time coaching position with an immediately start date and a contract end date of 6th May 2018 (Academy end of season).

How to apply

Applicants to apply by email by completing an application form with covering letter, including personal statement and a full CV to the Academy Manager : tony.daws@scunthorpe-united.co.uk

Scunthorpe United Football Club is an equal opportunities employer and all applicants for employment will be regarded equally and will be given equal opportunities irrespective of ethnicity, religious belief, gender, sexual orientation, marriage or civil partnership, age, disability or ability, gender reassignment or pregnancy or maternity.

SAFEGUARDING STATEMENT

The Football League 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 policies and procedures of Scunthorpe United FC.

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

Scunthorpe United Football Club – Academy

JOB DESCRIPTION

Part Time Academy Goalkeeping Coach
Foundation & Youth Development Phase



Job Title	Part time Academy Goalkeeping Coach <ul style="list-style-type: none"> Foundation Phase (U9-U11) Youth Development Phase (U12-U16) 		
Department	Academy		
Line Manager & Reporting Procedures	1: Head of Coaching	2: Academy Manager	3: 1 st Team GK Coach
Contract	Fixed Term – immediate start – end of contract 6 th May 2018		
Full Terms of employment	To consult the Club staff handbook held in the Academy office & at Glanford Park		
Hours of work	Variable and dependant on age group working with		
Basic pay	Please refer to contract		
Holiday pay entitlement	Please refer to contract		
Key relationships	Internal - Phase Lead Coach, Academy Manager, 1 st Team GK Coach, Head of Coaching Recruitment Department, Academy Staff, Club Staff. External - Regulatory Bodies (English Football League, Football Association. YDP Coaches at other Professional Football Clubs. Local Grass-root clubs		
Purpose of the job	To coach and assist within the Academy, in line with the Scunthorpe United Football Club philosophy, values and culture and the Academy Performance Plan (APP).		
Overview / Specific tasks	Coaching <ul style="list-style-type: none"> This is a coaching position, coaching/developing the schoolboy goalkeepers U8 to U16 within the Football Club's Academy. Manage and work with the Academy full time staff to plan, deliver and evaluate every coaching session in accordance with the Club Philosophy, Coaching syllabus and Coach Competency Framework (CCF). Along with relevant support staff, ensure that the GK training programme is clearly planned with clear objectives on a Macro, Meso and Micro cycle basis. Ensure that each coaching session is planned, documented and placed on to the Performance Management Application (PMA) prior to delivery of the coaching session, including individual and team coaching points for players to review prior to attending the session. Evaluate coaching sessions on the PMA within 48 hours of the completion of the coaching session, documenting player's achievement of individual learning objectives in line with the meso cycle. Ensure that all individual learning objectives link to the Academy Goalkeeper coaching programme & Scunthorpe United Philosophy. Ensure that each coaching session is holistic and includes psychological and physical learning objectives for the players as well as technical, tactical and social objectives. 		

- Plan, deliver and evaluate every coaching session using the methodology specified within the Academy coaching philosophy.
- Along with the Academy Staff, plan, deliver and evaluate every coaching session using age specific vocabulary detailed within the Academy Coaching Philosophy.
- Ensure that the Performance Management Application (PMA) is maintained and updated on a daily basis for each player recording all training information.
- Ensure all sessions are delivered with a compliant approach to Health and Safety and that you take an attendance register prior to each session ensuring that each player gets home safely after the session.
- Ensure that you have a full and up to date GK player contact details list with you at each session to enable you to call parents in an emergency if required.
- Develop and maintain a positive learning environment to maximize each players learning potential in line with the requirements of the Coach Competency Framework.

Games / Match-day

- Ensure that the goalkeepers play in line with the Academy coaching and games Philosophy and that you are conversant with the Club/Academy philosophy.
- Document match day planning and evaluation using the PMA within 48 hours.
- Document individual and team key coaching points in each match day plan that are linked to the Academy Coaching Philosophy and individual player aims on the PMA.
- Ensure appropriate playing opportunities for all GK players, including contracted and trialist players. All contracted GK players must participate in at least 50% of the game time.
- Ensure the evaluation of the player's performance against the player's individual targets/aims (ILP).
- Make sure that the team-talk emphasis is on players understanding and meeting individual and team learning objectives during the pre-match, half time, post-match team talks and ensure there is player interaction.
- Ensure that a specific GK warm up and cool down is conducted on each match day and is delivered according to the Academy structured warm up & cool down.
- Manage GK players to make sure that they evaluate all matches, documenting achievement of learning objectives, or action plan for next coaching session/match day and that this is done via the player diaries on the PMA immediately after the game and within 48 hours latest.
- Ensure that the Performance Clock is maintained and updated daily for each player on the PMA, reflecting all match information.
- Exhibit touchline behaviour that is in line with 'best practise' and that develops a positive learning environment.
- Liaise with the Academy Development Phase Lead Coaches and also the Head of Coaching to report on the performance and progress of each goalkeeper and ensure that this information is included in 6/12 weekly reviews, half year reviews and on the PMA.

Player Performance Reviews (every 6 and 12 weeks)

- Assist the Lead Phase Coach to prepare and conduct Player Performance Reviews for each goalkeeper in each age group, involving all Multi-Disciplinary Departments in the process (medical, sports science, education) and ensure that these are prepared and delivered in good time before the date of the 6 or 12 weekly review.
- Link Player Performance Reviews to the learning outcomes of the Academy Coaching Programme
- Working with the Performance Analyst, provide video evidence to support each Players individual Performance Review and evidence this on the PMA.
- All the above information to be maintained on the PMA.

Recruitment

- Be receptive to and help the Academy to identify talented young trialist footballers, who with further development may progress to become a professional player at Scunthorpe United FC.
- To be aware that the Academy are always looking to sign better GK players than it already has registered in each age group and that you must be receptive and agree with the policy that trialists will be recruited and signed.
- Ensure that you attend and contribute to all GK trialist inductions.
- Ensure that you inform the Phase Lead Coach within 4 weeks your personal decision as to whether you feel that a GK trialist is good enough or not good enough to be signed by the Academy.
- Ensure that you attend and contribute to all GK trialist end of trial appraisals where you will have prepared a written report and will also give verbal feedback on how the trialist has done.

General Duties

- Attend Academy staff meetings as requested to ensure appropriate departmental communication, planning and evaluation.
- Work with the Head of Coaching to ensure your individual coach development plan is in place with the appropriate CPD programme and that you buy in to the CCF programme as set out in the EPPP rules.
- Carry out any other reasonable duties that may arise or be assigned by the Academy Manager and/or Senior Management Staff.
- Flexibility in this role is essential, including evening and weekend work and a 95% attendance rate is required from you at training and games.
- Annual leave is to be taken at such time as agreed by the Academy Manager.
- To ensure that you identify and attend at least five hours of in service training / continual professional development to be provided by the Football Association each year to maintain your coaching license.
- Attend First Aid training for Academy Coaches provided by the Football Association at least once every three years.
- Be in possession of an up to date UEFA 'B' License together with an FA Youth Award Modules 1, 2 and 3.
- To hold the FA Youth Award assessment.
- Attend and contribute to in-house Continued Professional Development organised by the Club
- Contribute to and attend Parents' Evenings, Phase Meetings and maintain a relationship with players and parents in the Academy.

	<ul style="list-style-type: none"> • Display high standards of behaviour and appearance and encourage the same from others. • Create a positive environment for player development. • Provide genuine care for each player as an individual striving to develop a rapport and relationship based on mutual trust and Club values and the Academy Philosophy. • Provide a safe environment in which the player can learn without fear of abuse, consistent with the Club's Education and Welfare philosophies.
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GENERAL INFORMATION		
<p>The Employee must at all times carry out his/her responsibilities with due regard to the Scunthorpe United Football Club policies and procedures in particular Health & Safety, Financial Authorisation, Confidentiality and with regard to the Data Protection Act.</p> <p>The Employee must act to protect all young people and vulnerable adults that are in their care or attending the Company's premises. The Employee must report any misconduct or suspected misconduct to the Safeguarding Manager.</p> <p>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 relations amongst Employees and customers.</p> <p>The above Job Description is not intended to be exhaustive, the duties and responsibilities may therefore vary over time according to the changing needs of the Club.</p>		
JOB DESCRIPTION AGREEMENT		
Employee's Name:	Employee's Signature:	Date:
Line Managers Name:	Line Managers Signature:	Date:

Please complete a job application form and email your CV and cover letter to:

tony.daws@scunthorpe-united.co.uk

Closing date: Friday 27th October 2017 @ 5pm.

Scunthorpe United Football Club – Academy

Part Time Academy Goalkeeper Coach

Foundation (U9-U11) & Youth Development Phase (U12-U16)



Person Specification

Qualifications		Mandatory	Desirable
1	UEFA "B" Football Coaching Licence – outfield	✓	
2a	UEFA "B" Football Coaching Licence – Goalkeepers	✓	
2b	UEFA "C" Football Coaching Licence – Goalkeepers	✓	
3	Safeguarding Children Certificate	✓	
4	Up to date and clear Disclosure & Barring Service (DBS) certificate	✓	
5	Basic First Aid for Sport (BFAS) Certificate or Emergency Aid qualification	✓	
6	F.A. Psychology for Football – levels – 2, 3, 4, 5		✓
7	Age appropriate – FA Youth Modules 1,2 and 3 and assessment		✓
8	F.A. Psychology for Football – levels – 1, 2, 3, 4, 5		✓
9	A teaching or mentoring qualification		✓
10	Qualified Teacher Status (QTS) / qualification in education		✓
11	Sports science degree		✓
12	Degree (any subject)		✓
Knowledge & Experience			
13	Experience of working with the 5-11 year age groups		✓
14	Experience of working with the 12 – 16 age groups		✓
15	Previous experience of working within a professional football club academy in a GK coaching role, ideally in a variety of settings		✓
16	A clear understanding of the Academy system and the professional football environment and is conversant with the Performance Management Application (PMA)	✓	
17	An understanding and agreement with Scunthorpe United's football club's football philosophy, values and culture.	✓	
18	An excellent knowledge, understanding and compliance with football child protection and safeguarding legislation	✓	
19	An in-depth knowledge and understanding of the EPPP and of what is required to meet the needs of external audit and categorisation.		✓
20	Understands how children learn and is able to structure sessions that are age specific and appropriate to the players needs depending on their age.		✓
21	Addresses the different learning styles and uses various methods to do so.		✓
Personal Qualities & Skills			
22	Excellent interpersonal skills – must be a consistent team performer and able to forge excellent working relationships with staff, parents, players		✓
23	Possesses excellent organisational skills and is able to meet targets		✓
24	A dynamic coach, excellent technician / demonstrator/educator		✓
25	Ability to relate effectively with fellow coaches and the players		✓
26	Good overall level of numeracy and literacy		✓
27	IT skills to include an excellent level of competence using Excel, Word, and PowerPoint, Email and can complete the PMA as required	✓	
28	A "can do" innovative attitude		✓
29	Presents solutions rather than problems		✓
30	A genuine and consistent team player and team leader		✓
31	Has a passion for working with players to develop them so that they are able to achieve.		✓
32	Is able to create structure to work in a methodical, planned way.		✓
33	Enjoys the 1:1 and group interaction when working collaboratively.		✓
34	Gets a buzz from working in an elite sporting environment and in particular		✓

	football.		
35	Has a desire to develop their own knowledge, skills and capability to be at the leading edge of coach and player development.		✓
36	Enjoys achieving results through others.		✓
Interpersonal Dexterity - how should they interact with people?			
37	Builds trust by showing humility, behaving consistently and putting the needs of others first.		✓
38	Listens to others' perspective and understands why children (individuals/ groups) do what they do.		✓
39	Tailors approach and method to suit the differing needs and levels of readiness of players.		✓
40	Uses a broad range of influencing skills to win players over and 'sell' the development agenda.		✓
41	Communicates confidently and effectively with children (individuals/ groups) at all levels, challenging when necessary.		✓
Resilience: what are the tough aspects of the role?			
42	Overcomes setbacks quickly.		✓
43	Demonstrates tenacity when faced with resistance or limited time to adopt ideas.		✓
44	Is self-aware and has a strong self-concept requiring little support from others.		✓
45	Able to cope with pressure related to limited time and resource.		✓
Thinking skill: how do they need to deal with information?			
46	Able to create and apply a structured approach.		✓
47	Can prioritise effectively.		✓
48	Able to analyse children's behaviour.		✓
49	Can generate alternatives and ideas to solve problems/ meet needs		✓
50	Is able to present ideas and information in a persuasive manner that is appropriate to the age of the players/group.		✓

Application Form

Academy Goalkeeping Coach (U9-U16) – part time



Please complete all sections of this application form and return to the Academy Manager by email at tony.daws@scunthorpe-united.co.uk.

NB: Only completed applications will be shortlisted with any incomplete applications received returned to the individual for completion.

Section 1 Personal details

Title:		First Name:	
Last Name/s:			
Address:			
Postcode:			
Home Telephone Number:			
Mobile Telephone Number:			
E-mail address:			
Are you eligible to work in the UK?		Yes <input type="checkbox"/>	No <input type="checkbox"/>

Section 2 Rehabilitation of Offenders Act

Have you ever been convicted of a criminal offence?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Have you any prosecutions pending?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
If yes, please give details / dates of offence(s) and sentence:		

Section 3 BAME Declaration

The English Football League has introduced positive action measures aimed at tackling the under-representation of coaches and managers from Black, Asian and Minority Ethnic (BAME) backgrounds. New regulations require clubs to shortlist at least one suitably qualified BAME candidate (where an application has been received) for all roles in Academy football that require a UEFA A or UEFA B Licence.

Do you consider your ethnicity to fall within one of the following definitions?

- **Black**
- **Asian**
- **Other Minority Ethnic** (i.e. from any other ethnic group that is not 'White British').

Yes ☐ No ☐

Section 4 Education and Training

Dates Attended	Name of School / College/ University/ Provider	Examinations / Training Undertaken Qualifications Obtained

Section 5 Employment Record

Please list chronologically, starting with current or last employer

Name and Address of Employer	Date From:	Date To:	Job Title/Job Function/ Responsibilities:	Salary and Reason for Leaving

Section 6 Football Coaching Qualifications

Football Coaching Qualifications	Year Achieved

Section 6b Development Phases

What age groups have you coached at previously in a professional football club's academy and please state the club	
State which age group you would prefer to coach and why	

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Section 7 Personal Statement

Please tell us, in under 500 words, why you're interested in this position and what knowledge, skills and attributes you'd bring to the job:

Section 8 References

Please give the names and addresses of your two most recent employers (if applicable). If you are unable to do this, please clearly outline who your referees are. (NB. References will only be taken if you commence employment with us)

Reference 1

Name:

Their Position (job title):

Work Relationship:

Organisation:

Dates Employed:

From:

To:

Address:

Postcode

Telephone N^o:

E-mail:

Reference 2

Name:

Their Position (job title):

Work Relationship:

Organisation:

Dates Employed:

From:

To:

Address:

Postcode

Telephone N^o:

E-mail:

Section 9 Declaration

I confirm that the information provided in this application form is truthful and accurate. I have omitted no facts that could affect my employment. I understand that any false misleading statements could place any subsequent employment in jeopardy. I understand that any employment entered into is subject to documentary evidence of my right to work in the UK and satisfactory references. I expressly consent to personal data contained within this form being recorded for the purposes of assessing suitability for the post and may form the basis of any subsequent personnel file.

Signed:

Date:

Scunthorpe United Football Club undertakes that it will treat any personal information that you provide to us, or that we obtain from you, in accordance with the requirements of the Data Protection Act 1998.

Scunthorpe United Football Club is an equal opportunities employer and all applicants for employment will be regarded equally and will be given equal opportunities irrespective of ethnicity, religious belief, gender, sexual orientation, marriage or civil partnership, age, disability or ability, gender reassignment or pregnancy or maternity.