



Job Description

Academy Performance/Match Analyst/GPS Analyst Part time

Job Title:	Academy Performance Analyst
Hours of work:	Stated in contract of employment
Salary:	Stated in contract of employment
Department:	Academy
Location:	Based at The St Lawrence Academy (or any other facility as appropriate)
Reporting to:	Academy Manager and Head of Academy Sports Science & Medicine
Responsible for:	The delivery of the performance analysis programme
DBS Required:	Yes
Appraisal Process:	Appraised by Head of Sports Science in December and May each season
Probationary Period:	There is a probationary period of 3 months to ensure that the candidate completes tasks and is suitable for the position.

Role Summary

To be responsible for all performance analysis in the Scunthorpe United Football Club Academy. This includes the foundation phase, the youth development phase and the professional development phase for all coaching, testing, games programme and any other filming or analysis purposes as directed by the Academy Manager or Head of Sports Science & Medicine or Head of Coaching/Coach Development

Performance/Match Analysis/GPS Analyst - Requirements and Key Responsibilities

The Coaching Programme

Purpose: As directed by the Academy Manager, Head of Sports Science, Head of Coaching/Coach Development

To support the players and coaches in the coaching and games programme and assist in the player centred development model with the use of video analysis, GPS monitoring, statistics and feedback to players and coaches for development and CPD purposes.

As identified by the Academy Manager,

1. On at least one occasion each week film the Professional Development Phase training session, analyse and provide verbal, written and digital evidence of your findings to The Academy Manager and the PDP Coach.
2. Within the filmed PDP session each week, code and analyse the individual performance of three players and provide verbal, written and video evidence of your findings to The Academy Manager, the PDP Coach and the individual players and upload all evidence on to the player's performance clock.
3. Work with the Academy Manager & Head of Coaching to develop a timetable that allows you to film each schoolboy Academy age group team training session on at least 3 separate occasions throughout the season for player and coaching session analysis and for development purposes.
4. Every individual player must be filmed during an Academy game on at least one occasion throughout the season. This is for technical, tactical, physical, social or psychological purposes and you must develop a reporting procedure that allows you to standardise your findings in writing to the Academy

Manager, the Head of Academy Coaching, the Phase Lead Coach and the Age Group Coach.

The Coaching Programme.... continued

5. Work with the Academy Manager & Head of Coaching to develop Provide a detailed calendar/programme of events that enables you to film each **Academy coach** coaching/working on 3 separate occasions throughout the season and provide video evidence to the coach and the Academy Manager and Head of Coaching of their session to aid coach learning and development in line with their Coaching Competency Framework (CCF) and Training Needs Analysis (TNA).
6. Develop, utilise and film numerous 'best practise' warm ups for the coaching programme that involve warming up with and without a ball and ensure that all coaches have a digital copy to enable them to deliver the sessions.
7. Develop, utilise and film 'best practise' technical coaching sessions delivered in each development phase and produce a digital library of such sessions so that this can be distributed to coaches in that phase to aid player and coach development and understanding.
8. Develop, utilise and film 'best practise' tactical set plays and produce digital evidence of such sessions so that the evidence can be distributed to coaches and players to aid player development and understanding.
9. Film best practise 'phases of play' in the Professional Development phase and develop a library of digital clips which allows the Youth Development Phase coaches and players the ability to visualise the phases of play which will aid their development.
10. Record / film 'best practise' psychology workshops and produce digital evidence of such sessions so that this can be distributed to coaches, players and parents to aid development and understanding.
11. Record / film 'best practise' physical sessions as identified below and produce digital clips of such sessions so that this can be distributed to coaches and players to aid player their development and understanding.

Physical Testing

12. Record all physical fitness testing sessions for each age group.
Identify areas of concern for development such as improvements required in specific areas.
Produce individual athletic development programmes to address the shortfalls.

- Running technique and mechanics (arms, legs, head etc)
- Functional straight line speed
- Agility
- Acceleration
- Endurance
- Power
- Strength
- Core strength
- Flexibility
- Mobility
- Stability

GPS monitoring

13. Ensure that in all PDP coaching sessions players wear the GPS monitoring vests.
14. Analyse the data and produce an appropriate report to the staff identifying values and any trends.

The Games Programme

Purpose:

To support the players and coaches in the games programme and assist in the player centred development model with the use of video analysis, GPS, statistics and feedback to players and coaches for CPD purposes.

The Professional Development Phase

15. Film every game that is played in the Professional Development Phase.
16. Ensure that the footage is of top quality, is filmed from a height to provide a better angle and view and that it is coded live to provide analysis throughout the game as required.
17. Ensure that you have suitable equipment to film games which includes the camera, filming platform, Hi-pod, sports code package, any extra or extension cables required and a student/intern to assist with the live coding of the game.
18. Use the sports code package and the Apple Mac computer provided by the Academy to code the game live and you are expected to be able to provide pre-game, in game and post-game footage for player/coach knowledge and understanding.
19. Liaise with the Academy Manager and the Head of Coaching to ensure that the coding template is relevant to the needs and meets the requirements of the Club and Academy philosophy.
20. Develop the pre-game, in-game, half time and post-match analysis of all fixtures in the Professional Development Phase and ensure that the analysis template is in line with the Club and Academy philosophy.
21. At half time and at the end of the game provide the team and individual statistics derived and required from the game for the Academy Manager and Professional Development Phase Coach.
22. Prior to each game in the Professional Development Phase, provide analysis of the opposition team and present this to the staff and players at least 2 days before the game.
23. Analyse all data from PDP games and produce an appropriate report for the staff.

Feedback

24. Once a week provide a seminar/lecture that provides both team and individual coded and analytical footage and data of the game that was filmed. This will enable the Academy Manager, the Head of Coaching and the Professional Development Phase Coach to perform team and individual match analysis with the players.
25. In the games code the players that play in one unit of the team. This may be the back four and the goalkeeper, the midfield unit, or the strikers, you will be informed of which unit to code prior to each game.
26. Provide individual coded clips of each player from the team unit that was filmed in the previous game. Ensure that each player receives a digital evidence of his own performance and that all clips are kept on file and that you upload the evidence to the audit tool.
27. Throughout the course of their 2 year apprenticeship, collate a file of digital evidence on each individual player's performances to aid the decision making process of whether to sign the player professional or not by providing objective information as evidence.
28. Film, code and provide digital evidence of the goalkeeper's performance in every game in the Professional Development Phase. The analysis template should include, kicking off the floor, kicking

out of hands, dealing with crosses, defending set plays, distribution from hands, shot stopping, starting positions and statistical analysis.

29. Ensure that you upload all coded clips on to the individual player's performance clocks.

Games Programme

Youth Development and Foundation Phase

30. Work with the Academy Manager & Head of Coaching to develop a timetable that allows you to film each Academy age group team play on at least 2 separate occasions throughout the season for individual player and match analysis development purposes.
31. Ensure that you are available to present the analysis within 7 days of the game being played and liaise with the Head of Coaching & Phase Lead Coach as to when the analysis will take place.
32. During each of the above games and throughout the course of the season, ensure that every individual player is filmed and that digital evidence is produced of the player's individual performance for technical, tactical, physical or psychological purposes and develop a report that allows you to standardise your findings in writing to the Academy Manager, the Phase Lead Coach and the Age Group Coach.
33. Ensure that you have suitable equipment to film games which includes the camera, filming platform, sports code package, any extra or extension cables required and a student/intern to assist with the live code.
34. Devise and film specific 'best practise' warm ups for the games programme that involve warming up with and without a ball and ensure that all coaches have digital clips to enable them to deliver the best practise warm ups.

General

35. Develop, build up and manage an Academy Digital Video Library to provide a wide range of video clips to support the coach and player development process. There is information on a separate sheet identifying the specific requirements.
36. Work alongside any other Academy Performance Analysts to educate coaches and players on how to best utilise performance/video analysis.
37. Collect and analyse performance data, trend analysis and write reports based on findings.
38. Collect and analyse performance analysis data to perform bench mark analysis on Academy players in line with the EPPP requirements.
39. Maintain and take good care of all equipment.

Mentoring People & Developing Strong Working Relationships

40. To support the Head of Academy Sports Science to co-ordinate activities of interns.
41. To provide leadership and guidance to any interns or students.

Safeguarding

42. Monitor potential safeguarding children risks and work with the Academy Safeguarding Officer, and the Head of Safeguarding for the Club to promote safer working practice throughout the Academy.
43. Understand the Academy Safeguarding policy, procedures and best practice guidelines. Use this understanding to ensure safer recruitment, safe working practices, appropriate reporting of concerns and contribute positively to an Anti-bullying environment.

Other Responsibilities

- To be aware of current trends and best practice in Performance Analysis and Youth Development.
- To continually look for ways to develop and improve the Academy performance analysis programme and support and make positive suggestions and ideas to the Academy Manager.
- To attend at least 5 hours of training or the minimum required that is relevant to the development of your role organised by National Governing Bodies or external agencies.
- To undertake and attend all Continued Professional Development organised by the Club.
- To be up to speed with all of the EPPP rules and requirements.
- To attend all sports science & medical staff multi-disciplinary meetings every 6 weeks

Club & Academy Philosophy, values, vision

- Ensure that the Philosophy, Culture and Values of both the Football Club and the Academy are communicated to parents and players on an on-going basis through the medical department.

Academy Performance Analyst



PERSON SPECIFICATION

Skills & Abilities

Essential

- Excellent written and verbal communication skills
- Good level of football knowledge
- Apple Mac literate
- Creative presentation skills
- IT Skills, including video editing skills, and a high level of competence using excel, word and PowerPoint skills.

Desirable

- Fully competent and trained user of Sports Code and other analysis systems
- Ability to analyse football in depth
- Highly developed interpersonal skills with teams, coaches, players and parents.

Knowledge & Experience

Essential

- Detailed knowledge of the rules and regulations of football and the EPPP.
- Experience of dealing with performance analysis for a football team.
- Understanding of the needs of players and coaches in a high performance environment.
- Database management experience

Desirable

- Filming/previous analysis experience
- Experience of travelling with football teams to matches and competitions.
- Experience of coaching and/or playing in a professional or high standard football environment.

Personal Attributes

Essential

- Confidential manner
- A “can do” attitude/willing to do more than is required
- Self-motivated.
- Team worker with a flexible and co-operative approach.
- Presents solutions rather than problems.
- Flexible and willing to learn

Desirable

Qualifications

Essential

- Sports Science Degree or equivalent level qualification

Desirable

- Qualification in coaching football.
- Previous experience of performance analysis
- FA Coaching Football Level 1 and 2
- FA Youth Module 1, 2, 3

GENERAL RESPONSIBILITIES

General Responsibilities

Employee Relations

To make positive suggestions of how to improve the working situation and contribute to positive employee relations within their area of work and Scunthorpe United Football Club Academy.

Health & Safety

To take reasonable care for the health and safety of yourself and other employees and members of the public who may be affected by your acts or omissions at work.

To comply with all aspects of the Scunthorpe United Football Club Health and Safety Policy and Arrangements, to enable the Company to perform its civil and statutory obligations in relation to Health & Safety.

Customer Service

Identify and meet the needs of colleagues and our customers, focusing on initiating and welcoming contact and communication whilst striving to deliver first class customer service.

Recognise potential complaint situations and make effective steps to avoid and/or resolve these situations.

Self-Development

To take responsibility for your own development and to help realize your own potential by undertaking any necessary internal or external training sessions in accordance with the Company's Performance and Development Review Policy.

Team Work

Ensure effective communication within your work team and across the Company whilst actively offering support and guidance as necessary.

Equal Opportunities and Harassment

To co-operate with measures introduced to ensure there is equality of opportunity in employment. To ensure understanding, awareness and compliance with the Company's Equal Opportunities Policies.

To ensure that the working environment is free of sexual and racial harassment and intimidation and any other form of harassment constituting unacceptable behaviour which is personally offensive?

This document is a guide only and should not be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and will be amended in the light of changing needs of the organisation.

All employees may be required to undertake any other duties as may be reasonably requested.

I understand and accept the terms and conditions of the job description.

Signed **Print Name.....** **Date.....**

Academy Manager..... **Print Name.....** **Date.....**