

## Performance Football Pathway Coach (Women's)

Job Ref: REQ250589

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.

### Job Description

#### Job Grade:

Operational Services Grade 5

#### Job Purpose:

To assist the Performance Head Coach in the planning and delivery of a coaching curriculum across Loughborough Women's Football programme and support the wider Loughborough University Women's Football Club.

#### Overview

An exciting opportunity has arisen to coach at Loughborough University working with our highly talented Loughborough University Athletic Union (AU) women's football programme.

Loughborough University is looking for a coach with excellent technical and tactical knowledge of the game, who can add value to a performance-based environment, has a passion for developing female football players, and wants to contribute towards building successful teams within a performance pathway.

The successful candidate will be expected to work alongside a professional interdisciplinary (coaching) team (IDT), a volunteer workforce comprising of coaches, analysts, and administrators, as well as athletes ranging from development to performance. They will be expected to work as necessary in line with training and competition schedules for AU women's football (BUCS). These will largely be outside of normal office hours.

#### Duties:

- Assist the Performance Head Coach in the planning and delivery of a coaching curriculum across Loughborough Women's Football programme.
- Oversee BUCS 2's environment as required across in addition to supporting the wider Loughborough University Women's Football Club.
- Work in conjunction, and attend training with, the AU and women football student exec to ensure all procedures are followed before and after BUCS fixtures.
- Assist in the delivery of a holistic coaching programme by supporting the interdisciplinary team (IDT) e.g., strength and conditioning, nutritionist analyst, etc.
- Support with performance analysis duties (team, individual, and opposition) as required.
- Provide holistic support for all players within the performance pathway and ensure their development is monitored through individual development plans.
- Work with and mentor a volunteer workforce (coaches, analysts etc.) within the AU pathway.

**Responsibilities:**

- Have a passion for the development, safety and welfare of all players.
- Help cultivate a performance culture and environment.
- Work with other Loughborough Sport staff to promote the profile of women's football at Loughborough University, nationally and internationally.
- Contribute to the sharing of coaching ideas and skills within the high-performance educational forums available on campus.
- To promote adherence to ethical guidelines and regulations regarding drugs and doping in sport, in line with UK Anti-Doping (UKAD) guidelines and the Loughborough University 'Clean Sport' commitment.
- Follow all University, safeguarding, first aid and data protection policies.

**Points to Note**

A typical week will include 2 training sessions (Tuesday and Friday pm) with mid-week fixtures taking place on Wednesday afternoons. The role-holder will be expected to work as necessary in line with training and competition schedules. These will largely be outside of normal office hours and will involve travel across the country.

The purpose of this job description is to indicate the general level of duties and responsibility of the post. The detailed duties may vary from time to time without changing the general character or level of responsibility entailed.

**Special Conditions**

All staff have a statutory responsibility to take reasonable care of themselves, others and the environment and to prevent harm by their acts or omissions. All staff are therefore required to adhere to the University's Health, Safety and Environmental Policy & Procedures.

All staff should hold a duty and commitment to observing the University's Equity & Diversity policy and procedures at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and University policies/procedures.

Successful completion of probation will be dependent on attendance at the University's mandatory courses which include Belonging and Inclusion and, where appropriate, Recruitment and Selection.

**Organisational Responsibility**

Reports to the Women's Football Head Coach

## Person Specification

Your application will be reviewed against the essential and desirable criteria listed below. Applicants are strongly advised to explicitly state and evidence how they meet each of the essential (and desirable) criteria in their application. Stages of assessment are as follows:

- 1 – Application
- 2 – Test/Assessment Centre/Presentation
- 3 – Interview

### Essential Criteria

Area	Criteria	Stage
Experience	Experience of coaching	1,2,3
	Experience of working in a sports environment	1,2,3
Skills and abilities	Proven football coaching ability and leadership	1,2,3
	Knowledge of current coaching and training processes	3
	Excellent communication, player management and motivation skills	3
	Knowledge of FA rules and regulations	3
	Good organisational and time-management and skills	1,3
	IT skills necessary for analysis report writing and general communication	1,3
Training	Willingness to update First Aid and Health and Safety requirements for football and work towards more advanced coaching awards and qualifications	1,3
Qualifications	FA/UEFA B coaching award (completed or enrolled on course)	1,3
Other	Willingness to work irregular hours as necessary	1,3
	Strong commitment to excellence in competition results and player development	1,3
	To observe the University's Equal Opportunities policy at all times	1,3
	Willingness to undertake an Enhanced DBS check if required	3

### Desirable Criteria

Area	Criteria	Stage
Experience	Experience of University football	1,2,3
	Experience of high-level players and/or talented young players	1,2,3
	Previous experience of using Microsoft Office	1,3
Qualifications	FA youth coaching experience	1,3
	Educated to A level standard or equivalent relevant experience	1,3

## Conditions of Service

The position is 0.4 FTE and fixed term from 1<sup>st</sup> August 2025 – 30<sup>th</sup> June 2026. Salary will be on [Operational Services Grade 5](#), at a starting salary to be confirmed on offer of appointment.

The appointment will be subject to the University's normal Terms and Conditions of Employment for Academic and Related staff/Operational and Administrative staff, details of which can be found [here](#).

The University is committed to enabling staff to maintain a healthy work-home balance and has a number of family-friendly policies which are available at <http://www.lboro.ac.uk/services/hr/a-z/family-leave-policy-and-procedure---page.html>.

We also offer an on-campus nursery with subsidised places, subsidised places at local holiday clubs and a childcare voucher scheme (further details are available at: <http://www.lboro.ac.uk/services/hr/a-z/childcare-information---page.html>

In addition, the University is supportive, wherever possible, of flexible working arrangements.

We also strive to create a culture that supports equity and celebrates diversity throughout the campus. The University holds a Bronze Athena SWAN award which recognises the importance of support for women at all stages of their academic career. For further information on Athena SWAN see <http://www.lboro.ac.uk/services/hr/athena-swan/>