

Director of Football

REQ260499

School/Department summary:

Loughborough Sport is the overarching sport and physical-activity Professional Service of Loughborough University. It covers a wide spectrum: elite performance sport, recreational sport, coaching and volunteering, facilities, student clubs, and inclusive programmes.

Job Description

Job Family and Grade: Management and Specialist Grade 7 (MA7)

Job Purpose

The Director of Football is the senior strategic leader for football and futsal at Loughborough University, responsible for setting vision, direction and standards across performance, professional sport, workforce development and partnerships.

The post-holder will provide visible, inspirational and authoritative leadership, positioning Loughborough as a national and international leader within the football ecosystem, and ensuring football plays a flagship role in delivering the Loughborough Sport Strategy.

The role will lead the development of elite performance environments, women's and para football pathways, and strong, system-level partnerships with key stakeholders including The FA, PGMOL, Premier League, BUCS, professional clubs and academies, while building a culture of excellence that supports both sporting success and student-athlete wellbeing.

Job Duties

Strategic Leadership & Direction

- Act as Loughborough Sport's senior strategic lead for football, providing clear direction, leadership and accountability across all football and futsal activity.
- Represent Loughborough University at national, professional and governing body forums, including the FA, Premier League, EFL, BUCS and professional football networks.
- Shape and influence the wider football landscape, contributing to the development of higher education, talent and workforce pathways.
- Lead with integrity, ambition and purpose, modelling Loughborough Sport's values and commitment to inclusion, wellbeing and ethical practice.

Strategy

- Develop, own and deliver the long-term Football Strategy, aligned to the Loughborough Sport Strategy and University priorities.
- Act as Loughborough's senior representative within the football system, including The FA and FA-aligned programmes, Premier League, EFL and professional club pathways, BUCS and HE football leadership forums
- Contribute to shaping national policy, competition structures and workforce pathways within higher-education and performance football.
- Position Loughborough University Football as a thought leader and exemplar within the UK and international HE football landscape.
- Build a culture of excellence, innovation and learning that supports student athlete development throughout football at Loughborough University.

Performance Programme Delivery

- Provide strategic oversight of all performance football and futsal programmes, ensuring sustained excellence, innovation and competitive success.
- Lead the football contribution to professional sport at Loughborough, including the strategic direction and long-term sustainability of Loughborough Lightning (women's football).
- Set and review performance standards that balance competitive success, athlete wellbeing and long-term development.
- Oversee the integration and effectiveness of interdisciplinary performance support systems.

Talent Pathway, Student Recruitment & Academic Integration

- Lead the end-to-end football talent strategy, covering identification, recruitment, development and progression.
- Ensure alignment with FA, Premier League and EFL pathway structures, academy systems and professional clubs.
- Track and report on progression outcomes, including movement into professional and semi-professional football, coaching, officiating and scouting pathways and graduate employment within the football and sport industry.
- Ensure football contributes positively to student recruitment, retention and graduate success.
- Work strategically with University Admissions, the Marketing and Advancement colleagues to position football as a driver of student attraction, engagement and belonging, across domestic and international markets.

Commercial, Financial & Resource Leadership

- Lead and develop strategic football partnerships with governing bodies, professional clubs, academies, schools and sector organisations.
- Position football as a flagship pillar within Loughborough's wider partnerships portfolio.
- Work collaboratively with academic, research and commercial colleagues to maximise partnership value and impact.
- Contribute to partnership summits, impact reporting and long-term relationship management.
- Work with the Head of Commercial Partnerships to grow sustainable football-related commercial income.
- Ensure football contributes to Loughborough's brand, visibility and reputation nationally and internationally.
- Act as a senior ambassador for football and Loughborough Sport across media, events and stakeholder forums.
- Deliver football impact against institution-level KPIs, including recruitment influence, partnerships value and graduate outcomes.
- Prepare, manage and monitor the football budget in line with the Universities financial procedures.

Data and Insight

- Hold accountability for football performance data, insight and evaluation, ensuring evidence-led decision-making.
- Champion the use of analytics, monitoring systems and applied innovation within football programmes.
- Contribute football environments to the Living Sport Lab, supporting research translation and innovation testbeds.
- Ensure ethical, effective and transparent use of data in line with University standards.

People

- Lead, manage and inspire an interdisciplinary football workforce including coaches, managers, interns and students.
- Create clear succession and talent plans for leadership, coaching and technical roles within football.
- Champion continuous professional development, wellbeing and ethical leadership.
- Act as a senior role model for inclusive leadership, equality, diversity and belonging.

Governance, Risk & Compliance

- Ensure full compliance with FA, BUCS and University governance frameworks.
- Hold responsibility for risk management across football activity, including training, competition and events.

- Maintain robust assurance processes covering safeguarding, DBS compliance, staff qualifications and ethical delivery including high standards of athlete welfare, duty of care and Clean Sport compliance.

General Requirements

- 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 with regard to drugs and doping in sport, in line with UK Anti-Doping (UKAD) guidelines and the Loughborough University 'Clean Sport' commitment.
- Actively work to promote Loughborough University sport and football at Loughborough.
- Undertake additional duties as requested by your line manager from time to time.

Points To Note

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 outlined in the document.

Organisational Responsibility

Reports to the Director of Sport

Responsible for:	Performance programme coaches Football Programme Manager
	Other staff and students in conjunction with the football programme

Person Specification

Your application will be assessed based on the essential and desirable criteria listed below.

Applicants are strongly encouraged to explicitly demonstrate how they meet each essential (and desirable) criteria at the application stage. The criteria that you need to demonstrate in your application will be listed as Stage 1 in the table below.

Stages of assessment are as follows:

- 1 – Criteria measured within the Application
- 2 – Criteria measured at Test/Assessment Centre/Presentation
- 3 - Criteria measured at Interview

Essential Criteria

Area	Criteria	Stage
Experience	Significant experience operating at senior leadership level within football environment.	1, 3
	Demonstrable experience of setting and delivering long-term strategy, moving beyond operational delivery to institutional or system-level impact.	1, 3
	Proven experience of coaching high performance football.	1,2,3
	Proven ability to lead, influence and manage change across complex organisations or multi-stakeholder environments.	1,2,3
	Experience of working within, or alongside, formal governance structures, with clear accountability and decision-making responsibility.	1,3
	Experience in delivering commercial projects in football	1,3
	Demonstrated understanding of football pathways, from talent identification through progression to professional, semi-professional or industry destinations.	1,3
	Demonstrable experience of leading and influencing organisational or system-level change.	1,3
Skills and abilities	Ability to provide authoritative, visible leadership and act as a senior representative for football internally and externally.	1, 2, 3
	Ability to lead, motivate and empower interdisciplinary teams to deliver performance, wellbeing and developmental outcomes.	1, 3
	Strong strategic thinking skills with the ability to balance vision, delivery and governance.	1, 3
	Excellent communication and influencing skills, both written and oral, including board-level presentation.	1,2,3
	Ability to use data, insight and evidence to inform strategic decision-making and programme improvement.	1,3
	Strong organisational skills, including planning, prioritisation and resource management.	1,3
	In-depth understanding of football performance pathways, talent identification and progression routes.	1,3
	Strong understanding of athlete welfare, safeguarding and ethical leadership responsibilities in football.	1,3
	Knowledge of the football system, including governing bodies, professional game structures and workforce pathways.	1,3
Qualifications	FA Level 3 (UEFA B) in Coaching Football qualification or equivalent.	1
Other	Adherence to the Loughborough University 'Clean Sport' Commitment Statement.	1,3

	Flexibility and willingness to work irregular hours as necessary.	1
	To observe the University's Equal Opportunities policy at all times.	1,3

Desirable Criteria

These are skills, experience and competencies that are additional extras that may be used to narrow the pool down if we receive a high volume of applications that meet the essential criteria.

Area	Criteria	Stage
Experience	Extensive experience of higher-education sport or university football environments.	1,2,3
	Extensive experience working directly with governing bodies such as The FA, Premier League, County FAs, BUCS, EFL or professional clubs.	1,3
	Extensive experience contributing to national or sector-level football initiatives, working groups or steering forums.	1,3
	Extensive experience of professional or semi-professional football environments.	1,2,3
	Extensive experience of risk management, safeguarding leadership or incident escalation.	1,3
Qualifications	Sport related degree or equivalent experience.	1
	FA Level 4 (UEFA A) in Coaching Football.	

Conditions of Service

The appointment will be subject to the [University's Terms and Conditions of Employment](#) relevant to the job grade.

Shared University Responsibilities

As a member of the Loughborough community, you are expected to:

- Take reasonable care of yourself, others and the environment, and to prevent harm by your acts or omissions. All staff are therefore required to adhere to the University's Health, Safety and Environmental Sustainability Policies & Procedures.
- Support and contribute to the University's commitment to principles of equity, diversity and inclusion (EDI) while carrying out all duties, behaving in a manner that treats others with dignity and respect and upholds every persons right to lawful freedom of expression, freedom of speech and academic freedom. Further information about EDI at Loughborough and our strategic aims is available on our website.

Our Purpose, Vision, and Values

Our purpose, Vision and Values underpin all that we do and shape how we work together at Loughborough.

We're proud to promote our values: **Adventurous, Collaborative, Creative, Authentic** and **Responsible**. Our people bring these values to life every day, and they are central to the positive and supportive culture that makes Loughborough unique.

If you join us, you'll be encouraged to bring these values to life in your own work and contribute to the positive, supportive culture that makes Loughborough unique.

Read more about our [vision and values](#).

Our Accreditations



We 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 career.



We are proud to be a [Race Equality Charter Member](#). The Charter aims to improve the representation, progression and success of all minority ethnic staff and students within higher education and address issues of racism within higher education institutions (HEIs).



We are proud to be a Disability Confident Employer and have adopted a proactive approach to employing disabled people and to creating a more diverse workforce. We ensure that our recruitment processes are inclusive and accessible. We guarantee to offer an interview to all applicants who have declared a disability, provided that the essential criteria for the role are met. We proactively anticipate and provide reasonable adjustments and support existing employees who acquire a disability or long-term condition to thrive in the workplace.



We are a real living wage employer, and our Living Wage Employer Mark shows our commitment to paying our staff according to the cost of living.



We are proud supporters of the [City of Sanctuary movement](#) and delighted to be recognised as a University of Sanctuary. This national network brings together, university staff, lecturers, academics, and students, who together work to make Higher Education institutions places of safety, solidarity and empowerment for people seeking sanctuary.

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.