



Appointment of

Director of Football



Loughborough
University



LOUGHBOROUGH
SPORT

Careers at Loughborough Sport

Director of Football

Shape the future of football at one of the world's leading sporting universities.

Loughborough Sport is home to a globally unique ecosystem, where elite performance, cutting-edge research and an exceptional student experience combine to create lasting impact across the sporting landscape. From Olympic success to professional pathways, our football programme plays a central role in our ambition to lead the game nationally and internationally.

We are seeking an outstanding Director of Football to provide visionary leadership across all football and futsal activity. This is a rare opportunity to define and deliver a bold strategic direction, influence the wider football system and position Loughborough as a flagship environment for performance, development and innovation.

We're looking for a proven senior leader who will set and deliver a long-term football strategy that drives excellence across performance, participation and pathways, leading a high-performing, multidisciplinary team to deliver elite programmes and outstanding student-athlete experiences.

Beyond the professional challenge, Loughborough offers an inclusive and supportive environment committed to equity, diversity, and wellbeing. With world-class facilities and a reputation for excellence, this is your opportunity to make a lasting impact on the future of football.

If you are ready to lead, innovate, and inspire, we invite you to join us for this exciting journey.



**RANKED 8TH IN
THE COMPLETE
UNIVERSITY
GUIDE 2027**

and remained the top
university in the Midlands



**UNBEATEN
CHAMPIONS FOR
45 YEARS RUNNING**

British Universities and
Colleges Sport Championship
2025



**BEST UNIVERSITY
IN THE WORLD**

for sports-related subjects
for ten years running

QS World University
Rankings by Subject 2017-2026



As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.

Background

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.

The role

Job Grade: Management and Specialist 7

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 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 Equality & 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 Respecting Diversity and, where appropriate, Recruitment and Selection.

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 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

AREA	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
Experience	Significant experience operating at senior leadership level within football environment. Demonstrable experience of setting and delivering long-term strategy, moving beyond operational delivery to institutional or system-level impact. Proven experience of coaching high performance football. Proven ability to lead, influence and manage change across complex organisations or multi-stakeholder environments. Experience of working within, or alongside, formal governance structures, with clear accountability and decision-making responsibility. Experience in delivering commercial projects in football Demonstrated understanding of football pathways, from talent identification through progression to professional, semi-professional or industry destinations. Demonstrable experience of leading and influencing organisational or system level change.	Extensive experience of higher-education sport or university football environments. Extensive experience working directly with governing bodies such as The FA, Premier League, County FAs, BUCS, EFL or professional clubs. Extensive experience contributing to national or sector level football initiatives, working groups or steering forums. Extensive experience of professional or semi-professional football environments. Extensive experience of risk management, safeguarding leadership or incident escalation.
Skills and abilities	Ability to provide authoritative, visible leadership and act as a senior representative for football internally and externally. Ability to lead, motivate and empower interdisciplinary teams to deliver performance, wellbeing and developmental outcomes. Strong strategic thinking skills with the ability to balance vision, delivery and governance. Excellent communication and influencing skills, both written and oral, including board-level presentation. Ability to use data, insight and evidence to inform strategic decision making and programme improvement. Strong organisational skills, including planning, prioritisation and resource management. In depth understanding of football performance pathways, talent identification and progression routes. Strong understanding of athlete welfare, safeguarding and ethical leadership responsibilities in football. Knowledge of the football system, including governing bodies, professional game structures and workforce pathways.	

AREA	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
Qualifications	FA Level 3 (UEFA B) in Coaching Football qualification or equivalent.	Sport related degree or equivalent experience. FA Level 4 (UEFA A) in Coaching Football.
Other	Adherence to the Loughborough University 'Clean Sport' Commitment Statement. Flexibility and willingness to work irregular hours as necessary. To observe the University's Equal Opportunities policy at all times.	





Join us. It will be exciting!

Sport at Loughborough University is more than something we do - it is a defining part of our identity, woven into the very fabric of who we are. In a banner year for Loughborough Sport, over 120 Loughborough-linked athletes secured 35 medals at the 2024 Paris Olympic and Paralympic Games - placing us 16th on the medals table, if we were a country. This is a remarkable achievement for a university, in part due to our passion for partnership working and collaboration. We also secured our 45th consecutive British Universities and Colleges Championship title.

We offer the best integrated sports ecosystem in the world with incredible facilities, outstanding performances and world-leading research and education. Our sports-related research and teaching have been ranked the 'Best in the World' by the international QS subject tables every year since the rankings' inception. Our research and innovation has been at the cornerstone of some of the most significant technological sports developments of recent years eg eliminating serious and life-threatening facial injuries in cricket. Our ecosystem of partnerships with National Governing Bodies and leading global organisations places us at the heart of the international sporting infrastructure.

Uniquely, sport is embedded in our core university strategy and is strategically led by a dedicated Pro Vice-Chancellor for Sport - a role that exists at no other UK University. This strategic focus ensures that sport underpins everything we do, across our entire organisation - from academic excellence to elite performance.

Quite simply, sport is in our DNA.

Our distinctiveness rests in our combination of cutting-edge sports research, world-class facilities and an ever-evolving ecosystem that comes together in an interdisciplinary way to shape the experiences of our athletes and students.

We present unrivalled opportunities for the advancement of sport at all levels, from our high-performance training centres, inclusive para and disability sport programmes, and recreational student and community offers - we embed a winning sports mindset.

If you're ready to help lead the place where History Begins we want to hear from you.

About Loughborough University

Loughborough University is a place for risk-takers. For those with the imagination and creative enthusiasm to face challenge and overcome it. The determination to work hard in pursuit of critical, incremental advances.

It's a mindset that endures long past graduation, and nurtures a worldwide community united by the understanding that better isn't born, it's earned. This makes us stand apart from other institutions. It's why we're the world's number one university for sport-related subjects in the QS World Ranking by Subject 2024. It's why we're consistently ranked in the UK top ten. It's why we regularly walk away with top awards for student experience and facilities.

[Creating Better Futures. Together](#) is our bold and ambitious strategy that will guide the University over the next decade. It sets out our purpose, our values, and our aims, recognises the impact of our actions on the world around us, and reflects the challenges we face.

It's a strategy rooted in a heritage that began with our founding in 1909 as a top-level technical college. Today, our global community of 3,800 colleagues and more than 19,000 students continue to harness the power of research, innovation and community to address global challenges. From our 523 acre campus in the East Midlands and our London campus on Queen Elizabeth Olympic Park, we operate an endeavour with an annual turnover of over £300m.

Our sense of pride is rooted in much more than the excellence of our facilities. We stand apart from other institutions in our commitment to striving to be better, and to make those small, incremental differences – the marginal gains – that improve lives, expand horizons and broaden opportunity and accessibility for all.

Our world-leading, internationally excellent research and innovation offering is testament to this. A degree from Loughborough is more than a superb qualification. It makes every graduate a part of our story, our global community, and our relentless pursuit of better.



Our People

Loughborough University is a place for risk-takers. For those with the imagination and creative zeal to face and overcome challenge. The determination to work hard in pursuit of critical, incremental advances. It's a mindset that endures long past graduation, and nurtures a worldwide community united by the understanding that better isn't born, it's earned.



48,000

applications were made for around 6,000 undergraduate and postgraduate taught places in 2023/24.



3,400

staff, Loughborough's biggest employer.



19,400

students from 130 different countries.



3,500

of our students on campus are international.



90

TENANT PARTNERS
are based on
Loughborough University
Science and Enterprise Park (LUSEP).



We have received the
**RACE EQUALITY
CHARTER
BRONZE AWARD**
that recognises we
are beginning our journey to
advance race equality.

OUR STAFF

Staff numbers (December 2025)

Administrative, management and specialist staff	1,500
Researching, teaching, enterprise, specialist and supporting academic staff	1,400
Operational and technical staff	1,000

OUR STUDENTS

Student numbers 2025/26 UK/EU and international

Undergraduate	15,400
Postgraduate taught	1,300
Postgraduate research	1,000

OUR ALUMNI

Loughborough University has a global community of over 250,000 graduates.

Over £6 million has been donated by alumni and friends of the University over the last three years.

OUR COLLABORATIONS

The University works with organisations worldwide, exchanging knowledge to drive innovation, boost performance and meet current and future challenges. Loughborough's strategic partners include:

adidas

[volume.lboro.ac.uk/
winning-its-all-about-teamwork](https://volume.lboro.ac.uk/winning-its-all-about-teamwork)

Joseph Rowntree Foundation

lboro.ac.uk/research/crsp

Caterpillar Innovation and Research Centre

lboro.ac.uk/caterpillar-irc

Leicester Biomedical Research Centre

leicesterbrc.nihr.ac.uk

National Centre for Sport and Exercise Medicine

ncsem-em.org.uk

Rolls-Royce University Technology Centre

lboro.ac.uk/rolls-royce-utc

SportPark

LUSEP.co.uk/sport-park

The Manufacturing Technology Centre (MTC)

the-mtc.org

National Football League Academy

nflacademy.com

West Ham United Women

whufc.com



Our achievements

We successfully combine a world leading research endeavour with arguably the UK's best student experience. We are home to the world's leading academic-led sporting ecosystem, with an outstanding estate and facilities, and a well-established supportive and thriving network for innovation and enterprise.

8TH

THE COMPLETE
UNIVERSITY GUIDE
2027

RANKED 8TH
OUT OF 130 UK
UNIVERSITIES



TEACHING EXCELLENCE
FRAMEWORK 2023

**AWARDED GOLD
OVERALL,
GOLD FOR STUDENT
EXPERIENCE AND
GOLD FOR STUDENT
OUTCOMES**



**108,000
HOURS LOGGED
OVER 900 VOLUNTEERS**

COACHING & VOLUNTEER
ACADEMY 2024/25



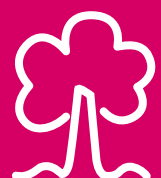
BRITISH UNIVERSITY
AND COLLEGE
SPORT CHAMPIONS

**45 YEARS
IN A ROW**



AWARDED
**EIGHT QUEEN'S
ANNIVERSARY
PRIZES**

FOR THE QUALITY OF
OUR RESEARCH



GREEN FLAG AWARDS
SINCE 2018

**ONE OF THE
NATION'S BEST
GREEN SPACES**



QS WORLD
UNIVERSITY RANKINGS
BY SUBJECT 2026

**BEST UNIVERSITY
IN THE WORLD FOR
SPORTS-RELATED
SUBJECTS**



INTERNATIONAL
QS STARS SCHEME
**FIVE STARS PLUS
INSTITUTION**

– ONE OF ONLY
20 WORLDWIDE



OVER
£20M

**RAISED THROUGH
LOUGHBOROUGH
STUDENTS' UNION
RAG**



**OUR LONDON
CAMPUS**

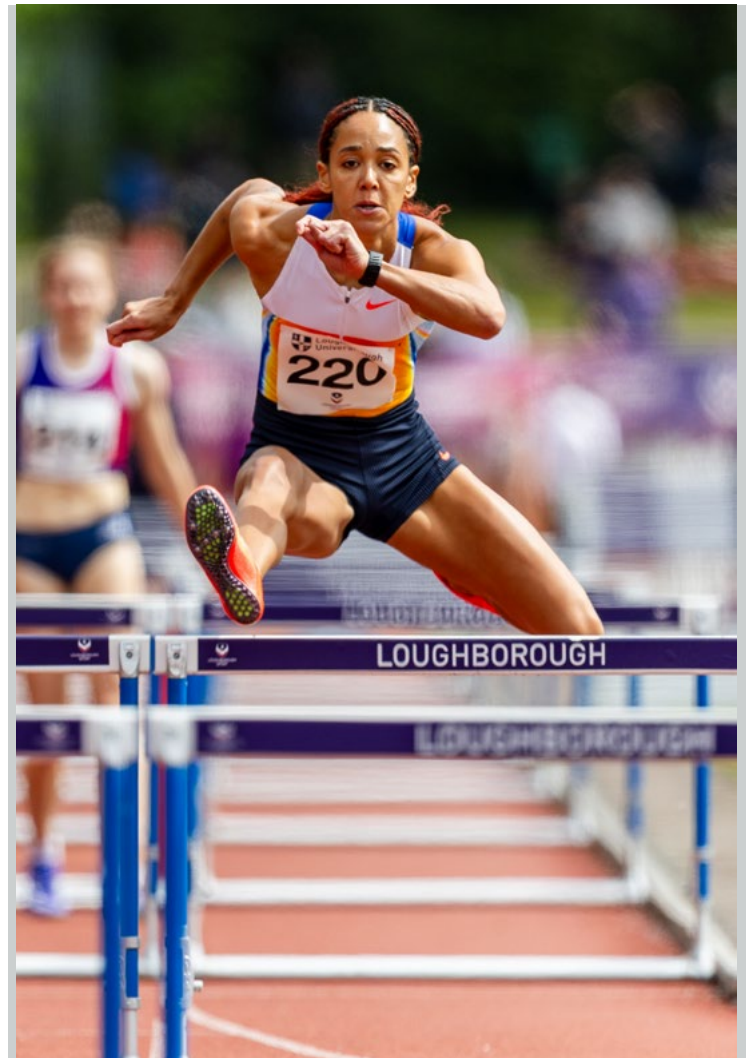
OPENED IN 2015
AND IS HOME TO OVER
800 POSTGRADATES



WHATUNI STUDENT
CHOICE AWARDS 2026

**1ST FOR
UNIVERSITY
FACILITIES**





Sport at Loughborough.

Sport at Loughborough University is more than an activity – it is a defining part of our identity, woven into the fabric of who we are and what we do. Quite simply, sport is in our DNA. From world-leading research and innovation, first-class coaching, state-of-the-art facilities to an outstanding student experience, we offer an inclusive experience that has made us global leaders in sport.

National sports partners.

Loughborough University's impact lies in the unique integrated ecosystem that has made us the hub for sport in the UK. We are home to the country's largest concentration of governing bodies with Aquatics GB, UK Athletics, British Triathlon, the England and Wales Cricket Board, the Lawn Tennis Association and England Netball all based on our East Midlands campus. Several Paralympic National Governing Bodies (NGBs) base their performance programmes here, including Para-Athletics, Para-Cycling, Para-Swimming and Para-Triathlon. We are also home to the regional hub for the UK Sports Institute. UK Anti-Doping's headquarters are also based on campus and our teams work tirelessly in support of clean sport values and ethical performance. We have over 40 strategic partners in sport and work closely with a range of organisations across public and private sectors, from the Premier League to Paralympics GB, adidas and the NFL.

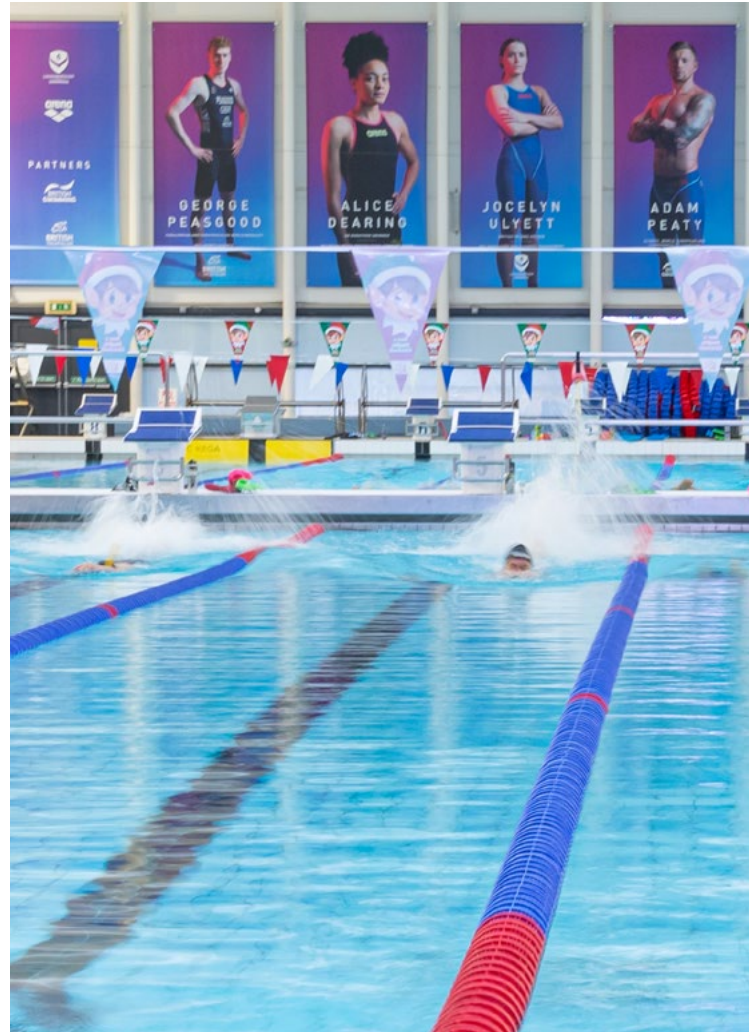
An inclusive sporting environment.

Sport is embedded in the core University strategy, outlined in the [Core Sport Plan](#) and driven by a dedicated Pro Vice-Chancellor for Sport – a role that exists at no other UK University. Our commitment to realising the full benefit of sport for our students spans all ability levels and sees our alumni excelling in top roles across the industry.

Over 80% of our students participate in sports at least once a week, with opportunities from recreational events to over 60 different Athletic Union sports clubs. We run 53 weekly free-to-access sports and wellbeing activities, while last year, our Coach and Volunteer academy delivered a remarkable 120,000 hours of volunteer work, empowering the next generation of officials and performance experts.

Para and Disability sport

Our vision is to create life-changing opportunities through the development of an inspirational and inclusive offer – and the launch of our Para and Disability Sports Strategy last year, in partnership with Paralympics GB, creates opportunities for disabled students in participation, coaching and elite para-sports. We are home to the powerlifting team of British Weightlifting, and host many para events, including Invictus Games training camps. Our inclusive model sees athletes and students with and without disabilities training alongside each other and benefitting from integrated coaching and support services.



Championing female sport

Loughborough University are championing women in sport, from bringing together research excellence to our Loughborough Lightning franchise with its five squads for netball, rugby, football, cycling and wheelchair basketball. Our teams compete in the top tiers of competition, with fixtures regularly covered live on Sky Sports, and our Lightning netball team have featured in eight Grand Finals and won three Netball Super League Titles. Last year, we announced a landmark international partnership with the Global Observatory for Gender Equality and Sport to further elevate women's sport in the UK.

Olympic and Paralympic Games success

In 2024, over 120 Loughborough-linked athletes and staff competed in the Paris Olympic and Paralympic Games, bringing home an incredible 35 medals – 17% of Team GB's total result. This means that if Loughborough were a country, we would be ranked 16th on the global medals table. This remarkable achievement was built on similar levels of success in the last Olympics and Paralympics and Commonwealth Games, acting as a banner for the incredible achievements possible through our sporting environment.

Outstanding facilities

As an accredited UK Sport Environment we are home to the country's largest concentration of world-class facilities across a wide range of sports. These include:



Olympic size swimming pool



Athletics centre and stadium



Tennis Centre



Cricket Centre



Three world-class gyms



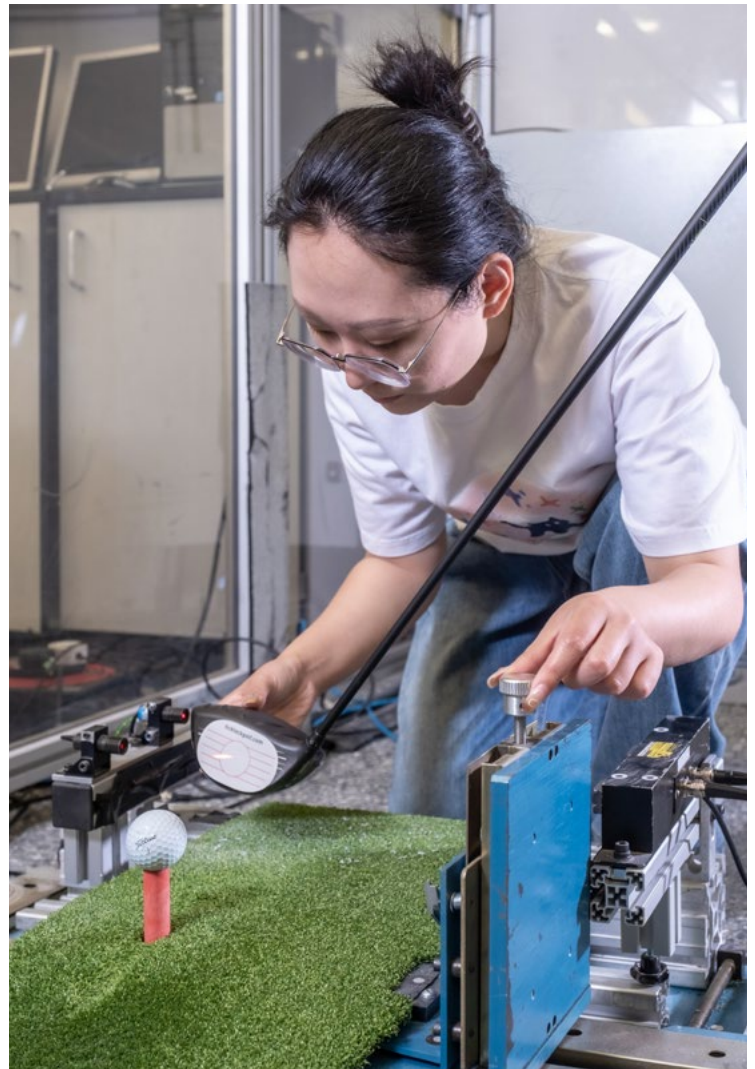
Water-based hockey pitch



Football stadium



Performance football and rugby pitches



What we offer

A distinctive international reputation for excellence

The relevance of our research to real-life issues places us at the forefront internationally, increasing significantly the global visibility and reputation of the University. Our contribution, at the very highest levels, to new knowledge and understanding boosts our links with some of the best universities in the world and expands our breadth of well-established partnerships with leading international companies.

A life-shaping student experience

We provide our students with an exceptional learning environment that offers outstanding, innovative teaching, opportunities to contribute to pioneering research, and options to maximise their business potential, coupled with wide-ranging personal support. We engage with our students to ensure we deliver the best possible academic experience. There is high demand for our programmes and we deliver outstanding levels of student satisfaction.

Working in partnership with Loughborough Students' Union, we offer the best possible all-round experience, providing our students with a wide range of opportunities that enable them to achieve their full potential, professionally and personally as well as academically.

Outstanding partnerships to deliver social, economic and cultural prosperity

We pursue the commercial potential of our research and forge productive, collaborative links with partners across all sectors. We will meet their requirements and our activities helps support economic development and drive innovation and performance locally, nationally and internationally.

We work closely with local partners to enhance the social, cultural and economic wellbeing of the communities and regions in which we reside. We embed sustainability and social responsibility into all of our processes, operations and developments.

A culture of delivering excellence in all that we do

Through the integration of influential research, a vibrant enterprising culture and outstanding learning opportunities, we enhance our ability to drive forward solutions to contemporary global challenges.

We support staff to attain the highest standards, and our international profile attracts the very best in their fields.

We have cemented our position as the UK's premier university for sport and are recognised globally for our unique ability to shape sport and exercise policy and practice both nationally and internationally.

One outstanding university: two vibrant campuses

Our distinctive ability to integrate research, teaching and enterprise has strengthened the activities in which we excel and created new capacity in areas of excellence.

Our international ambitions are being enhanced through a thriving postgraduate campus on the Queen Elizabeth Olympic Park in London, complementing our outstanding green-field campus in Loughborough and creating distinct campus communities, that share a common ethos, purpose and values.



University governance

The University Senate

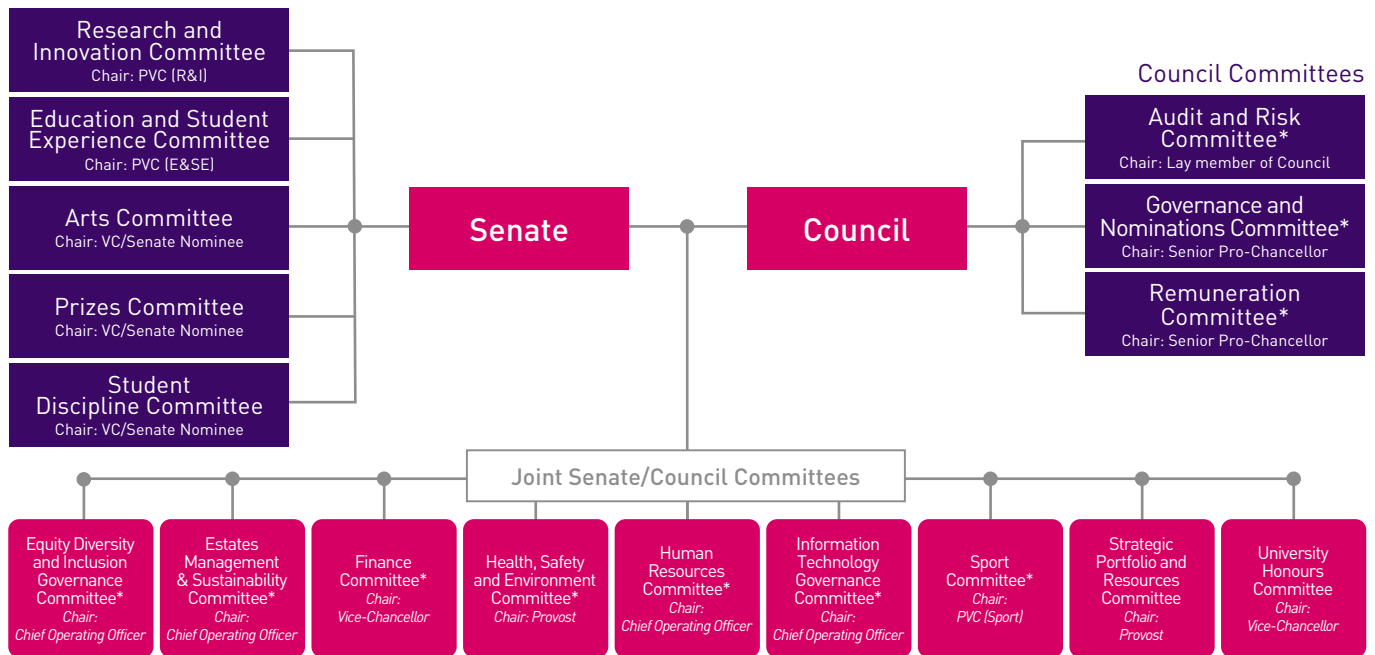
The University Senate is responsible for the academic work of the University, including programmes, examinations, teaching and research quality. Its membership is drawn from the University.

The University Council is the governing body, responsible for the University's finances, buildings and land. It is the official employer of all staff and meets several times a year. Its Chair is the Senior Pro Chancellor, Christine Hodgson CBE.

The University Council

Senate & Council structure

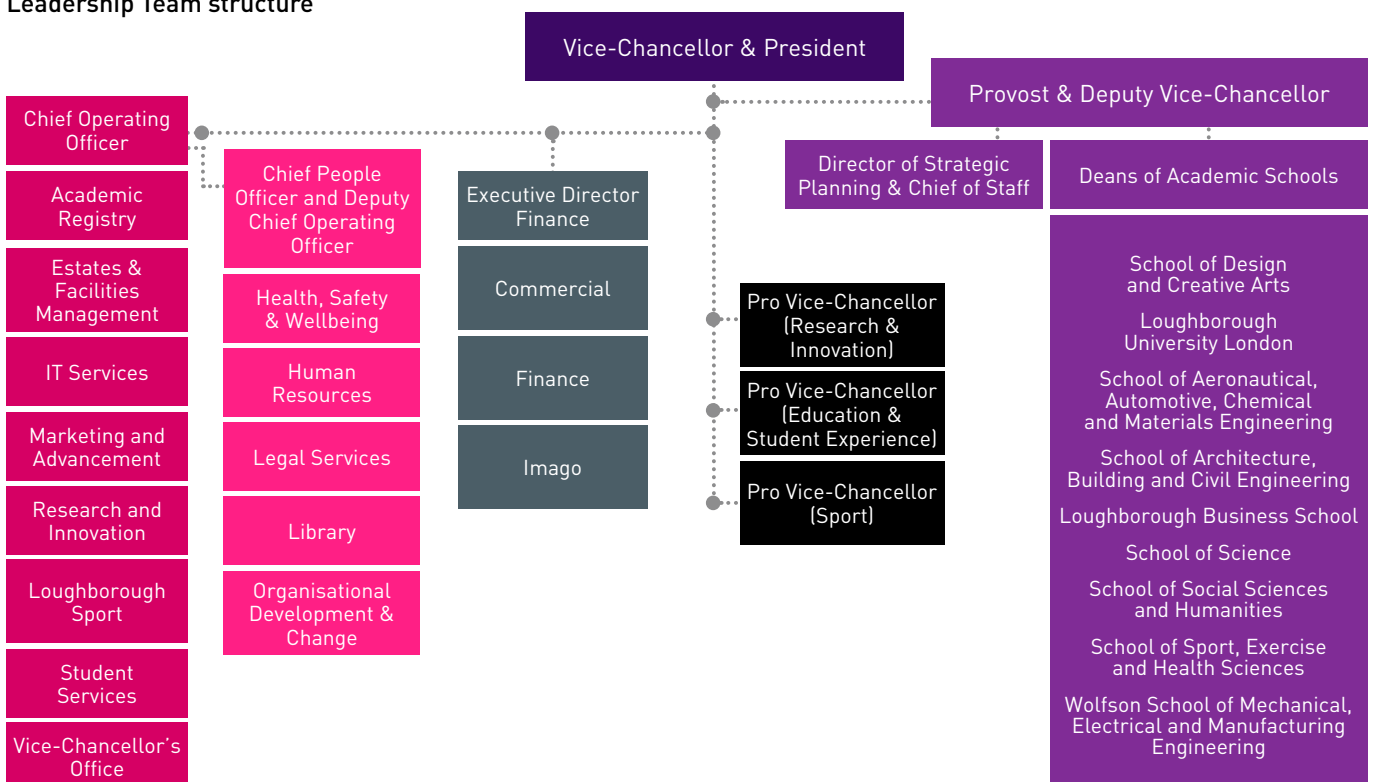
Senate Committees



Sub-committees not included

*includes lay members of Council

Leadership Team structure







Conditions of service

The position is offered on a full time (37hours) open ended basis. Salary will be on Management and Specialist grade 7, (£47,389 - £58,225)

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 [HERE](#).

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 [HERE](#))

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

We also strive to create a culture that supports equality 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/>.



This publication is available in other formats.
Please contact Visual.Identity@lboro.ac.uk
with your requirements quoting document reference 87880.

A TOP TEN UK UNIVERSITY FOR OVER A DECADE

**Complete University
Guide 2017-2027**