

Men's Football Development Team Coach

Job Ref: REQ260640

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: Operational Services Grade 5 (OP5)

Job Purpose:

- Lead, plan and implement a coaching programme for Development team men's football squad within the British University and College Sport (BUCS) Leicestershire Senior League competition.
- Build a culture of excellence, innovation and learning that supports student athlete development throughout football at Loughborough University.

Key Tasks:

- Run an effective coaching programme for the Men's Football Development Team squad so that they can compete successfully within their relevant competitions. This includes development of appropriate annual training programmes, covering pre-season as well as competitive season programmes.
- Plan and deliver one to one coaching sessions in accordance with the player development programmes and competition needs.
- Support the first team head coach with the delivery of the football strategy and performance plan.
- Ensure competitive success in competitions as appropriate.

Responsibilities:

Staff – Development and Delivery

- Work with other Loughborough Sport staff to promote the profile of football at Loughborough University, nationally and internationally.
- Work with student committees, the Sport Development Centre, Athletic Union and other volunteers to ensure the smooth running of the Men's Football Development Team.
- Work proactively with the head coach to recruit high level football players to Loughborough University.

Public Relations

- Work with other Loughborough Sport staff to promote the profile of football at Loughborough University.

This may include activities such as:

- Providing regular information for use on Loughborough Sport or AU noticeboards, websites and other promotional publications.
- Supporting club sponsors events.

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.
- Carry out any other duties commensurate with the grade, that may be reasonably requested.

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.

Special Conditions

It is recognised that coaches working at this level will often have links with representative sides. This is seen as advantageous as long as it does not interfere with the work as defined.

It will be necessary to work outside normal office hours including some work in the evenings and at weekends.

Organisational Responsibility

Reports to the: Men's Football Head Coach

Direct Reports: N/A

Budget Responsibilities: N/A

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	Experience of coaching talented football players.	1, 2, 3
	Experience of football development at regional or national level	1, 3
Skills and abilities	Proven football coaching ability.	1, 2, 3
	Knowledge of current coaching and training processes.	1, 2, 3
	Excellent communication, player management and motivation skills.	1, 2, 3
	Excellent organisational and time-management skills.	1, 3
	IT skills necessary for analysis, report writing and general communication.	1, 2, 3
Qualifications	FA Level 2 Football Coaching Award (or equivalent) [or the willingness and ability to achieve within 12 months of starting the role].	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
Other	Willingness to work irregular hours as necessary.	3
	Demonstrate an ability to behave in a way that adheres to equitable and inclusive working practices, while respecting diversity of thought and supporting freedom of speech and expression.	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	Previous experience of using Microsoft Office (Word, Excel, Access and PowerPoint).	1, 2, 3
	Proven experience of coaching performance football.	1, 2, 3
	Proven experience in the development of long-term coaching programmes.	1, 3
Skills and abilities	Proven knowledge of the FA and club issues.	1, 2, 3
Qualifications	Sport related degree or equivalent experience.	1, 3

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 Equity, Diversity, and Inclusion (EDI), while carrying out all duties in a way that respects these principles and upholds the right to free expression. 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 [include any additional accreditations relevant to your school/department]



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.

Disclosure and Barring Service Check: This post is subject to the Rehabilitation of Offenders Act (Exceptions Order) 1975 and as such it will be necessary for a submission for a Disclosure to be made to the Disclosure and Barring Service (formerly known as CRB) to check for any previous criminal convictions.

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.