

## **ROLE PROFILE – GIRLS DEVELOPMENT CENTRE COACH**

### **KNOWING & DOING THE JOB**

This section describes the job's purpose, the outputs expected and what people in the job spend time doing

<b>Purpose:</b> <ul style="list-style-type: none"> <li>• Support Group Coaches to develop all players within the group to attain the highest levels of performance possible in a safe, secure, and supportive environment</li> <li>• Drive and nurture a positive culture within the training group. Be a coach who makes the Girls Development Centre (GDC) a place where players learn, have fun, and develop a love for the game</li> <li>• Support the age group coach in delivering football coaching sessions in line with the GDC curriculum / blueprint</li> <li>• Be an advocate and guardian of the women's game.</li> </ul>	
<b>Outputs: Coaching Programme</b> <ul style="list-style-type: none"> <li>• A coaching programme is planned, delivered, and reviewed which aligns to with the GDC curriculum / blueprint and to the players at different stages of development</li> <li>• Coaching is delivered in a way that focuses on development, enjoyment, and inclusion</li> <li>• The age group lead coach is supported effectively</li> </ul>	<b>Outputs: Holistic Player Development</b> <ul style="list-style-type: none"> <li>• Each individual player in the age group develops; through reviewing, measuring, and recording her individual progress within the FA's 4-corner model.</li> <li>• Players are psychologically and emotionally ready to play and develop</li> <li>• Players feel supported and assisted in their holistic development, underpinned with diagnostic feedback</li> </ul>
<ul style="list-style-type: none"> <li>• Support the age group lead coach in the planning, preparation, delivery, and evaluation of coaching sessions</li> <li>• Share views and opinions on players development in an open minded and positive way</li> <li>• Coach in a way that ensures players:             <ul style="list-style-type: none"> <li>○ are encouraged to ask questions and seek feedback for improvement and clarity</li> <li>○ are encouraged to have input to footballing decisions and their own learning process.</li> <li>○ are communicated the 'why' as well as 'what' of decisions</li> <li>○ know and understand the purpose and 'why' of training sessions</li> </ul> </li> <li>• Input into selection decisions (e.g., attend trial and take part in selection decisions after the event</li> <li>• Work across age groups (Mentee coach is likely to focus on one age group but may work with different groups from time to time)</li> </ul>	<ul style="list-style-type: none"> <li>• Work with individual players set appropriated development targets with a plan to work towards</li> <li>• Input information into the GDC's monitoring system to allow for analysis</li> <li>• Provide feedback to players (using technology where appropriate)</li> <li>• Monitor and evaluate player development and provide feedback to players and parents/carers on a regular basis.</li> <li>• Liaise with and work closely with coaches, medics and performance staff regarding player development, and prevention, treatment, and rehabilitation of injuries</li> <li>• Support the age group lead coach to ensure all GDC games and festivals are well managed with a development philosophy clear to players and parents/carers</li> <li>• Encourage / support the holistic development of players to support them as people and players.</li> <li>• Be available to players to offer advice, guidance and support on football and personal matters. E.g., ensure they are managed well through things like injury and other challenges that could affect their performance and wellbeing.</li> <li>• Ensure player behaviour in the group reflects what is required in the GDC</li> <li>• Work with the GDC's Safeguarding Manager to ensure that the wellbeing and welfare of all players and staff is always an operational priority</li> </ul>

<b>Outputs: Self Development</b> <ul style="list-style-type: none"> <li>Time is dedicated to personal development, and coaching knowledge is up-to-date and forward thinking</li> </ul>
<ul style="list-style-type: none"> <li>Seek feedback from others, and reflect on personal behaviour and performance to identify areas for improvement</li> <li>Create and maintain a personalised Development Action Plan (DAP), taking input and feedback from a variety of sources</li> <li>Review personal competencies against job specification and identify areas for improvement</li> <li>Attend CPD events and undertake CPD activities in line with identified development themes</li> <li>Be aware of current research and insight to support programme and coaching development</li> <li>Work with an advisor or mentor from outside the GDC</li> </ul>

## BEING PREPARED FOR THE JOB

This section describes the knowledge, experiences, and qualifications that clubs typically expect of applicants and the characteristics they need to demonstrate to do the job well.

### PERSONAL CHARACTERISTICS:

<b>Motivation:</b> <ul style="list-style-type: none"> <li>The motivations that tend to make a person a good fit to this job</li> </ul>	<b>Resilience:</b> <ul style="list-style-type: none"> <li>The skills and characteristics that allow successful jobholders to manage the stressful elements of the job</li> </ul>	<b>Interpersonal Skills:</b> <ul style="list-style-type: none"> <li>The interpersonal skills successful job holders show</li> </ul>	<b>Thinking skills:</b> <ul style="list-style-type: none"> <li>How successful job holders deal with information and make decisions</li> </ul>
<ul style="list-style-type: none"> <li>Enjoys improving and developing players and people</li> <li>Has a desire to progress in the women's game</li> <li>Comfortable to play supporting role to the age group coach</li> <li>Demonstrates curiosity to learn and develop</li> <li>Motivated to create a positive performance culture</li> <li>Takes pride in delivering high quality work</li> <li>Is willing to commit time as a mentee during evenings, weekends, and public holidays.</li> </ul>	<ul style="list-style-type: none"> <li>Is willing / able to flex and change with the demands of a situation</li> <li>Has strategies for self-management and maintaining work-life balance</li> <li>Can manage arousal levels in the moment. E.g., maintains awareness of body language, energy state, &amp; verbal comms, and can amend in the moment if required</li> <li>Assesses self fairly; asks self what they can do better and is realistic about what is outside of their control.</li> </ul>	<ul style="list-style-type: none"> <li>Is a good listener</li> <li>Has strong communication skills; uses understandable language that's relatable to different age groups</li> <li>Expresses enthusiasm, confidence, and belief in players capabilities</li> <li>Earns trust by being respectful, supportive, and transparent.</li> <li>Is approachable and relatable; builds strong and personal relationships with different types of people</li> <li>Shows an interest and genuine care about player needs. Treats players as humans by providing personalised support and communication</li> <li>Encourages open, two-way communication.</li> <li>Is brave and unafraid of potential conflict. Is friendly, but not overly friendly</li> </ul>	<ul style="list-style-type: none"> <li>Is innovative and open minded; Unafraid to try new things in pursuit of developing and engaging players</li> <li>Uses research and insight to inform views and ideas</li> <li>Highly organised, able to plan &amp; organise to meet deadlines</li> <li>Considers the impact of decisions</li> <li>Is open to feedback and other peoples' ideas</li> </ul>

## EXPERIENCE & KNOWLEDGE

<b>Experience &amp; knowledge</b>
<ul style="list-style-type: none"><li>• <b>The postholder is likely to have experience from some of the following:</b></li></ul>
<ul style="list-style-type: none"><li>• Experience of working in a football environment. Likely to be currently coaching or teaching girl's football</li><li>• Understanding of the needs of the modern young player in terms of their physical and psychological development.</li><li>• An up to date understanding of Child Protection and Safeguarding procedures</li><li>• Roles which have brought understanding of how children learn and develop (e.g., teaching)</li></ul>

## QUALIFICATION AND MEMBERSHIP

<b>Essential Qualifications and Membership</b>	<b>Desirable Qualifications and Membership</b>
<ul style="list-style-type: none"><li>• <b>The postholder is typically required to hold the following qualifications and professional memberships</b></li></ul>	<ul style="list-style-type: none"><li>• <b>The postholder might hold the following additional qualifications and memberships</b></li></ul>
<ul style="list-style-type: none"><li>• FA Introduction to Coaching Football or above coaching qualification</li><li>• FA DBS</li><li>• FA Safeguarding Children</li><li>• FA Level 1 Introduction to First Aid in Football (IFAI1) or FA Emergency</li><li>• First Aid.</li></ul>	<ul style="list-style-type: none"><li>• Engages in professional development other than technical football coaching development, for example:<ul style="list-style-type: none"><li>○ Physical Development of Youth Female Players (growth and maturation, female athlete physiology &amp; menstrual cycle)</li><li>○ Talent Identification &amp; Talent Development across all sports (RAE, Unconscious Bias, Performance vs Potential)</li><li>○ Player support qualifications (e.g., Talented Athlete Lifestyle Support)</li><li>○ Coaching &amp; mentoring qualification (e.g., EMCC)</li></ul></li></ul>