



**FOR ALL**



# Hampshire FA Academy Head Coach

**Salary:** circa £25,000

**Contract:** Full-time 12-month contract from 1<sup>st</sup> September 2021 subject to renewal

## **Advert:**

An exciting opportunity to lead a new football coaching programme for young adults linked to the games governing body. Hampshire FA are looking for a **Head Coach** (minimum UEFA B) to lead the football curriculum for a new full-time football and further education (16-19) programme to be delivered in partnership with SCL. The successful candidate will design and oversee the delivery of a full coaching programme for two squads, lead session delivery across both squads and manage matchdays for both teams (arranging cover where needed).

## **How to apply:**

Please see the accompanying job description and person specification and use this to complete the application form\*, which can be found by clicking [here](#).

Hampshire FA have an understanding and commitment to equality, diversity and inclusion and would be grateful if you could complete an optional, anonymous Equality Monitoring form as part of your application. By completing this questionnaire, you are helping us to plan for the future and ensure we recruit from a diverse pool of applicants that are appropriate and relevant to the community we service. **Please complete the Equality Monitoring form by clicking [here](#).**

Hampshire FA are committed to safeguarding children and adults at risk. Due to the nature of this role, the successful candidate will be required to undertake a Disclosure and Barring Service (DBS) check through the FA DBS process. The possession of a criminal record will not necessarily prevent an applicant from obtaining this post, as all cases are judged individually according to the nature of the role and information provided.

*\*The application form can be made available in alternative formats and should this be required please contact us to advise of your requirements*

## **The interview process:**

The final date for consideration of applications is Wednesday 16<sup>th</sup> June 2021.

Interviews to take place during week commencing 28<sup>th</sup> June 2021.

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# Job Description and Person Specification

Hampshire FA are an equal opportunities employer and actively encourage people from diverse backgrounds to apply for all roles.

<b>Job title</b>	Academy Head Coach
<b>Reports to</b>	Football Development Manager

<b>Job purpose(s)</b>	To lead a coaching curriculum for young adults (16-19) to enrich a fulltime football and further education programme delivered in partnership with SCL. Design and oversee a full coaching programme for two squads, lead session delivery across both squads and manage matchdays for both teams.
<b>Direct reports</b>	Assistant Coach/Coaching Apprentice

<b>Location</b>	Stoneham Lane Football Complex, Eastleigh
<b>Working hours</b>	40 hours flexible working in line with timetable and fixture schedule
<b>Contract type</b>	Full-time 12-month contract from 1st September 2021 (subject to renewal)
<b>Salary</b>	Circa £25,000

## Roles & Responsibilities:

<b>Representing Hampshire FA</b>	<ul style="list-style-type: none"> <li>Represent Hampshire FA with distinction and field queries effectively whilst adhering to Company Values and the Customer Charter</li> </ul>
<b>Programme Oversight</b>	<ul style="list-style-type: none"> <li>Design and oversee delivery of a full coaching programme that fits around required classroom time</li> <li>Programme to include coaching, strength and conditioning, performance analysis, recovery and matchdays</li> </ul>
<b>Coaching</b>	<ul style="list-style-type: none"> <li>Design and deliver coaching syllabus to develop all players according to agreed philosophy</li> <li>Consider holistic development of all players across four corner model and linked to their studies</li> <li>Maintain coaching qualifications and associated safeguarding and medical qualifications</li> </ul>
<b>Matchdays</b>	<ul style="list-style-type: none"> <li>Oversee matchday delivery for 2 teams (Wednesday afternoons)</li> <li>Arrange additional friendlies and showcase fixtures</li> <li>Liaise with admin support to book facilities for home matches</li> <li>Liaise with admin support to organise transport for away matches</li> </ul>
<b>Promotion and Recruitment</b>	<ul style="list-style-type: none"> <li>Proactively lead recruitment from local secondary schools and clubs</li> <li>Support SCL with delivery of open evenings and taster events to promote the programme</li> <li>Liaise with Hampshire FA Marketing and Communications team to promote the programme</li> </ul>
<b>People</b>	<ul style="list-style-type: none"> <li>Line manage and mentor appropriate coaching workforce (could include volunteer, paid and/or apprenticeship)</li> </ul>
<b>Finance</b>	<ul style="list-style-type: none"> <li>Adhere to Hampshire FA finance protocols, processing payments and invoices as required</li> </ul>
<b>Safeguarding</b>	<ul style="list-style-type: none"> <li>Support maintenance of the FA Safeguarding Operation Standards and ensure that the safeguarding of players is prioritised at all times</li> <li>Carry out appropriate Safeguarding Risk Assessments for any venues used and events delivered</li> <li>Ensure that all players and parents are aware of how/encouraged to report any safeguarding concerns they might have</li> <li>Ensure all assistant coaches are aware of their roles and responsibilities for safeguarding players and maintain appropriate qualifications accordingly</li> </ul>
<b>Equality and Inclusion</b>	<ul style="list-style-type: none"> <li>Support the delivery of the Equality Action Plan</li> <li>Understand and commit to equality, diversity and inclusion</li> </ul>
<b>National Game Strategy</b>	<ul style="list-style-type: none"> <li>Support the delivery of the National Game Strategy in Hampshire</li> <li>Support the Hampshire FA Coaches Community to develop grassroots coaches in Hampshire</li> </ul>



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## Skills and Experience

<b>Essential</b>	<ul style="list-style-type: none"> <li>• UEFA B Coaching Licence with in date FA Safeguarding and Medical qualifications</li> <li>• In date FA enhanced DBS criminal records check</li> </ul>
<b>Desired</b>	<ul style="list-style-type: none"> <li>• Experience of leading a coaching programme for 1 or more teams</li> <li>• Experience of coaching/educating/working with 16-19 age group</li> <li>• Wider Coaching Qualifications, eg. Goalkeeping, other sports, etc.</li> </ul>

<b>HFA Values</b>	<b>Expected Behaviours</b>
<b>PROGRESSIVE</b>	<ul style="list-style-type: none"> <li>• Identifies the need for, and actions change in direction, practice, policy or procedure.</li> <li>• Questions the way things are done and takes informed risks.</li> <li>• Continuously seeks to improve efficiency and performance.</li> </ul>
<b>RESPECTFUL</b>	<ul style="list-style-type: none"> <li>• Maintains people's self-esteem when interacting with them.</li> <li>• Avoids pre-judgement when listening to suggestions from others.</li> <li>• Seizes the opportunity to apply Hampshire FA standards at all times.</li> </ul>
<b>INCLUSIVE</b>	<ul style="list-style-type: none"> <li>• Openly collaborates with colleagues and partners in the game</li> <li>• Provides equal opportunity to people of different backgrounds, experience and perspective</li> <li>• Seeks out and embraces new ways of thinking and working.</li> </ul>
<b>DETERMINED</b>	<ul style="list-style-type: none"> <li>• Works relentlessly to overcome roadblocks or obstacles to achieve the goal.</li> <li>• Remains focused on seeing agreed goals through to completion taking pride in their work.</li> <li>• Maintains motivation for their team and themselves.</li> </ul>
<b>EXCELLENT</b>	<ul style="list-style-type: none"> <li>• Seeks to achieve the highest levels of performance at all times.</li> <li>• Can be committed to achieve a standard that others consider impossible.</li> <li>• Supports others to go further and achieve more.</li> </ul>

<b>Application Deadline:</b>	Wednesday 16 <sup>th</sup> June 2021
<b>Interviews to be held (format TBC):</b>	Week Commencing 28 <sup>th</sup> June 2021