



Job Description & Person Specification

Job Title	ETC Centre Group Coach
Reports to	ETC Player Development Lead

Job Purpose	
<ul style="list-style-type: none"> Support and develop all players within the Emerging Talent Centre group coached to attain the highest levels of performance possible in a safe, secure and supportive environment. Drive and nurture a positive culture within the training group. Be a coach who makes the ETC a place where players learn, have fun and develop a love for the game. Ensure the age group's coaching programme adheres to and exceeds all club standards and FA ETC licence requirements. Be an advocate and guardian of the women's game. 	
Direct Reports	

Location	ETC Venue: Dallam School 3G, Milnthorpe
Working hours	Minimum of 1 hour per week for a minimum of 30 weeks and attendance at games. (Required to work evenings, weekends and Bank holidays).
Contract type	Sessional £15 per hour + mileage

Responsibilities	
<ul style="list-style-type: none"> A coaching programme is planned, delivered and reviewed which aligns to the ETC curriculum and to players at different stages of development. Coaching is delivered in a way that focuses on development, enjoyment and inclusion. Plan, prepare, deliver and evaluate coaching sessions following a training programme typically devised by the ETC Player Development lead. Provide input to the development and ongoing improvement/adaptation of the coaching curriculum. Coach in a way that ensures players: <ul style="list-style-type: none"> -are encouraged to ask questions and seek feedback for improvement and clarity -are encouraged to have input to footballing decisions and their own learning process (e.g. use of the self-reflective Individual Player Development Plan tool to monitor and reflect on a player's progress). -are communicated the "why" as well as "what" of decisions -know and understand the purpose of and why training sessions are necessary. Work with individual players and set appropriate development targets with a plan to work towards. Input information into the ETC'S monitoring system to allow for analysis. Provide feedback to players (using technology where appropriate) Monitor and evaluate player development and provide feedback to players and parents on a regular basis. 	



- Liaise with and work closely with coaches, sports therapist and performance staff regarding player development and prevention, treatment and rehabilitation of injuries.
- Be available to players to offer advice, guidance and support on football matters and be able to refer to the appropriate person for personal matters. Ensure they are managed well through things like injury and other challenges that could affect their performance and wellbeing.
- Ensure player behaviour in the group reflects what is required in the ETC.
- Ensure all ETC games and festivals are well managed with a development philosophy clear to players and parents/carers.
- Work with the ETC DSO to ensure that the wellbeing and welfare of all players and staff is always an operational priority.
- Provide learning and development opportunities to any volunteer coaches through for example giving them stretching responsibility, providing developmental feedback on their coaching and seeking their input and views on players and sessions.
- Record participation and attendance at ETC activities for the designated age group.
- Input into selection decisions (e.g. attend trials and take part in selection decisions post-trial).
- Work across age groups (coach is likely to hold responsibility for one age group and work with different groups from time to time).
- Ensure communication to players and parents/carers concerning the age group is consistent and aligned to ETC communications.
- Educate parents/ carers on the programme and how they can support their child's football and personal development while in the ETC.
- Create and maintain a personalised Development Action Plan taking input and feedback from a variety of sources to identify areas for improvement.
- Attend CPD events and undertake CPD activities in line with identified development themes.
- Maintain a well-supplied medical bag for all ETC training and events.
- Adopt an approach which promotes diversity and inclusion.
- Contribute to the effective implementation of the Westmorland County FA's Safeguarding Operating Standard for County FAs.
- Comply with FA rules, regulations, policies, procedures and guidance that is in place.

Person Specification

Qualifications

Essential

- Level 2 (UEFA C) or above coaching qualification
- FA DBS
- FA Safeguarding Children Course
- FA Level 1 Introduction to First Aid in Football (IFAiF) or FA Emergency First Aid.

Desirable

- Experience of working in a football environment.
- Roles which have brought an understanding of how children learn and develop.
- An up to date understanding of Child Protection and Safeguarding procedures.



Skills	
Essential <ul style="list-style-type: none"> • Strong communication skills, able to engage effectively with players at the various age groups as well as parents/carers. • Can motivate and inspire players to feel confident and believe in their capabilities. • Respectful, supportive and transparent. • Approachable and able to relate to individuals at all levels. • Plan coaching delivery plans that are enjoyable and inspiring. • Work independently and as part of a team. • Is innovative and open minded, not afraid try new things in pursuit of developing and engaging players. • Able to plan and organise to meet deadlines. • Considers the impact of decisions. • Is open to feedback and other people's ideas. 	Desirable <ul style="list-style-type: none"> • Practised at working within an ETC or Player Development Group in delivering coaching programmes. • Has a desire to progress in the women's game. • Enjoys improving and developing players. • Motivated to create a positive performance culture. • Takes pride in delivering high quality work.
Knowledge and Experience	
Essential <ul style="list-style-type: none"> • Knowledge of the female game pathway. • Practical experience of Sports / Football Development. • Experience of using coaching delivery plans in their practice. 	Desirable <ul style="list-style-type: none"> • Knowledge of the County FA structure. • Knowledge of local leagues and clubs.
Enhanced DBS Check Required	Yes

The Job Holder will be expected to understand and work in accordance with the values and behaviours described below

FA Value	Behaviours
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FOR ALL



PROGRESSIVE	Embraces new thinking in pursuit of continuous improvement <ul style="list-style-type: none">• Identifies the need for, and actions change in direction, practice, policy or procedure• Questions the way things are done and takes informed risks• Continuously seeks to improve efficiency and performance
RESPECTFUL	Sets the standards for respectful behaviour across the game <ul style="list-style-type: none">• Maintains people's self-esteem when interacting with them• Avoids pre-judgement when listening to suggestions from others• Seizes the opportunity to apply FA standards at all times
INCLUSIVE	Champions and ensures that football is, and will remain, a game for everyone <ul style="list-style-type: none">• Openly collaborates with colleagues and partners in the game• Provides equal opportunity to people of different backgrounds, experience and perspective• Seeks out and embraces new ways of thinking and working
DETERMINED	Tenacious and accountable. Serving the whole game and doing the right thing <ul style="list-style-type: none">• Works relentlessly to overcome roadblocks or obstacles to achieve the goal• Remains focused on seeing agreed goals through to completion taking pride in their work• Maintains motivation for their team and themselves
EXCELLENT	The very best outcome achieved by sustained excellence in performance <ul style="list-style-type: none">• Seeks to achieve the highest levels of performance at all times• Can be persistent to achieve a standard that others consider impossible• Challenges others to go further and achieve more