



JOB DESCRIPTION

JOB TITLE: Lead First Team Performance Analyst

DEPARTMENT: Performance Analysis & Data Insights

REPORTS TO: Head of Performance Analysis

DIRECT REPORTS: Analysts & Data Engineers

LOCATION: Sir Jack Hayward Training Ground, Wolverhampton

HOURS: 37.5 hours per week- Full Time

DATE: January 2026

We are Wolves. Progressive, determined, bright, unified and humble. A pack that is hungry for success. Wolves is one of the fastest growing professional football clubs in the UK, and also boasts one of the richest histories in the beautiful game.

Formed in 1877, Wolves was a founder member of the Football League and was one of the country's most successful sides in the fifties and sixties. During a two decade spell the Black Country's most decorated side won three First Division titles and one of its four FA Cups.

Fast forward 70 years and Wolves are back amongst football's elite, in the Premier League for an eighth successive season; but now we compete as a sports and entertainment business across multiple brand verticals. As a challenger club, Wolves dare to be different, which is why creating world class propositions in esports, fashion and music are all part of our ambitious plans.

At Wolves, we don't simply look to the future, we seize it.

We are committed to safeguarding and promoting the welfare of children, young people and adults at risk. We expect all colleagues and volunteers to share this commitment. This means that the post-holder is required to apply all relevant policies and uphold the Club's commitment to safeguarding children, young people and adults at risk

Job purpose

The club is looking to further enhance its analysis provision by adding a Lead First Team Performance Analyst to the First Team Analysis & Data group. The successful candidate will be tasked to lead the production and communication of actionable football insights to relevant stakeholders & work closely with the Head of Performance Analysis to ensure all performance Analysis services within the First Team run efficiently for players, coaches, and all staff.

Key responsibilities

- Contribute & lead the development and implementation of the performance analysis process, providing detailed insights and influencing strategic decision-making
- Provide detailed, relevant and actionable football insights related to the club's game model
- Contribute & lead certain aspects of all First Team Analysis requirements (pre match, set plays, live and post-match analysis)
- Contribute & lead to the delivery of performance reporting to senior staff and management
- Support the coaching staff through the production of video, documentation and other relevant resources



- Contribute to training, pre-match, live and post-match processes in collaboration with the other members of the analysis team and coaching staff
- Integrate the club's data department within the performance analysis process, to combine video and data-driven insights
- Interpret data, develop and create interactive reports & presentations
- Maintain positive and effective working relationships with the coaching staff
- Facilitate the coaching process using industry-leading analysis software
- Contribute to first team analysis research projects, taking a lead where necessary
- Stay up to date on the latest developments and innovations within the analysis industry to ensure the department is kept at the cutting edge
- Regular databasing to ensure efficient workflows
- Validate data from a variety of sources to ensure integrity and support rigorous, robust analysis
- Provide analytical and technical support on matchdays and evenings as and when required
- Assist and support other processes relating to the wider analysis provision
- To follow and enforce best practice in relation to Safeguarding policies and processes including but not limited to reporting procedures.
- To work alongside the Safeguarding Team and Designated Safeguarding Leads to ensure safeguarding standards are met and maintained.

General responsibilities

- 🛡️ Compliance with Club policies
- 🛡️ Compliance with the Club's health and safety procedures
- 🛡️ Compliance with the Club's safeguarding policies
- 🛡️ To promote the Club's values of progressive, humble, determined, bright and unified
- 🛡️ To work consistently to embed equality & diversity into the Club
- 🛡️ To undertake such other duties as may be reasonably expected
- 🛡️ To maintain professional conduct at all times

Safeguarding

We are committed to safeguarding and promoting the welfare of children, young people and adults at risk. We expect all those associated with WWFC to share this commitment. This means that the post-holder is required to apply all relevant policies and uphold the Club's commitment to safeguarding children, young people and adults at risk.

Equality, Diversity, and Inclusion

The post holder will demonstrate a strong commitment to equality, diversity, and inclusion, supporting the organisation's strategic aims to remove barriers and address inequality. You will play an active role in promoting an inclusive, discrimination-free environment that ensures fair access to opportunities and resources. This includes fostering a culture of dignity, respect, and belonging where everyone is empowered to contribute, perform, and reach their full potential.

Key relationships



- Work closely with Head of Performance Analysis
- Work closely with the other members of the First Team Analysis & Data group
- Develop strong relationships with the Coaching Staff
- Maintain links with the Academy Analysis staff to ensure processes remain consistent across the club

Scope of job

The role will be working within the First Team Analysis and Data group to further enhance the existing practices. The Lead First Team Performance Analyst will support the coaching process through the creation and communication of football insights to relevant stakeholders. As part of the wider analysis team, the successful candidate will help to ensure all analysis needs are met with relation to training, pre-match, live and post-match processes.



PERSON SPECIFICATION

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Knowledge: the level and breadth of knowledge to do the job e.g. understanding of a defined system, method or procedure, legal or regulatory frameworks etc

Essential

- 🛡️ A strong understanding of the technical and tactical aspects of elite football
- 🛡️ A strong understanding of performance analysis and how this can be implemented within an elite level coaching process
- 🛡️ Experience of using telestration tools to annotate video (particularly Hudl Studio)
- 🛡️ An understanding of Safeguarding children, young people and adults at risk.
- 🛡️ Knowledge of Safeguarding legislation, policies and procedures (including reporting platforms and/or requirements).
- 🛡️ Wellbeing knowledge in relation to supporting children, young people and adults at risk.

Technical/work-based skills: skills specific to the job e.g. language competence, typing skills, coaching skills etc

Essential

- 🛡️ Vast experience using industry- standard analysis software (including Hudl, Sportscore, MatchTracker, Wyscout etc..)
- 🛡️ Experience using Apple Products (particularly Mac and Ios)
- 🛡️ Experience using the Microsoft Office suite of products

Desirable

- 🛡️ Previous use of Spiideo cameras and online platform
- 🛡️ Familiarity with StatsBomb Data, and experience using this to create actionable football insights
- 🛡️ Experience using a drone to film training sessions

General skills and attributes: more general characteristics e.g. flexibility, communication skills, team working etc

Essential

- 🛡️ A strong attention to detail
- 🛡️ A high level of work ethic and professional pride- committed to producing a high level of work
- 🛡️ Positive attitude towards challenging tasks
- 🛡️ Team player- able to collaborate effectively as part of a wider team
- 🛡️ Can be consistently relied upon to produce a high level of work even under high pressure and tight deadlines
- 🛡️ Growth mindset- constantly looking to improve and pick up new skills
- 🛡️ A high level of discretion
- 🛡️ Excellent communication skills and emotional intelligence to ensure effective delivery of key messages
- 🛡️ Excellent interpersonal skills, evidenced through positive and productive relationships with all stakeholders
- 🛡️ Maintain Highest standards of quality assurance and evidence-based practice, while remaining innovative and creative
- 🛡️ Understanding of how to work safely with children, young people and adults at risk to uphold Safeguarding best practice.



- ⚡ Promote, adhere to and implement the Club's Equality Policy and to work consistently to embed equality and diversity within Club.

Experience: proven record of experience in a particular field, profession or specialism.

Essential

- ⚡ Minimum of 3 years' experience working in PDP or First Team Football
- ⚡ Experience of working with elite level football video and data
- ⚡ Extensive experience managing performance analysis hardware & technology on an elite-level matchday

Desirable

- ⚡ Experience working as part of a multi- person analysis team
- ⚡ Football Coaching experience
- ⚡ Working with children and/or vulnerable adults

Qualifications: the level of educational, professional and/or occupational training required

Essential

- ⚡ A minimum of 2:1 in a relevant Coaching/Sport Science related degree
- ⚡ Post-holder must hold or obtain at the earliest opportunity and maintain the relevant safeguarding training (i.e. FA Safeguarding Children Workshop).
- ⚡ Post-holder will be subject to a DBS check at the appropriate level and cleared by the Wolves Safer Recruitment Group

Desirable

- ⚡ A performance Analysis or related postgraduate course
- ⚡ Coaching experience, including FA/UEFA Coaching qualifications