



JOB DESCRIPTION

JOB TITLE: Technical Lead (PDP)
DEPARTMENT: Academy
REPORTS TO: Academy Manager Football
LOCATION: Sir Jack Hayward Training Ground
HOURS: A minimum of 37.5 hours per week. Flexibility in this role is essential. Work may be subject to change with less than 24 hours' notice on occasions. Work will regularly be outside 'normal' working hours, in evenings, weekends and bank holidays. Attendance at academy matches/special events/dinners/tournaments.
DATE: July 24

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 to 2020, where an incredible three seasons at Molineux has seen Wolves clinch the Sky Bet Championship trophy with 99 points, followed by a seventh place finish in the Premier League, which included memorable wins over Manchester United, Tottenham Hotspur, Chelsea and Arsenal. This season we have completed the double over the reigning champions, are in sixth place in the league and are now through to the last 16 of the Europa League.

But at Wolves it is all about what we will do, not what we have done.

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

We take seriously our commitment to the safeguarding of children and adults at risk and to ensuring that Wolves is free from discrimination and harassment.

Job purpose

To be responsible for all aspects of Coaching Strategy and Player Development within the Wolves Academy with a primary focus on the Professional Development Phase U17's-21's. Working alongside the Academy Manager for Football, the Technical Lead will oversee the planning and delivery of the Players Individual Learning Plans, Coaching Development Action Planning and have a major influence over the analysis & delivery of the Academy Coaching Philosophy and Player Pathway Plan. This will include delivery of all Key Performance Indicators, as required by the Elite Player Performance Plan.

Key responsibilities

- Be an ambassador of the W.O.L.V.E.S culture and philosophy.
- Manage, oversee and deliver the development of highlighted individual players within the professional development phase.
- Track and monitor the technical methods used to develop the players with the professional development phase.



- Track and monitor the technical programme to ensure individual players receive comprehensive coaching in all development areas.
- Support the transition of players moving between professional development phase age groups and transitioning into the first team.
- Conduct a thorough review and evaluation of current coaching resource to identify individual needs.
- Have a major influence on the analysis & delivery of the Academy Coaching Philosophy and pathway plan.

Coach Development

- Identify individual coach development areas and identify resource requirements to underpin these areas through a clear coach development plan.
- Establish creative approaches to coach development by promoting innovative methods.
- Promote reflective learning by providing coaches with relevant support such as video analysis and review of coaching behaviours.
- Develop and maintain a positive learning environment to maximise each coach's learning potential.
- Ensure the appraisal process links with the Coach Development Programme.
- Maintain a clear record of Academy Coaches attending CPD events.
- Liaise with the Senior Coaching Team and coaches to maintain a consistent approach to all relevant information for players and coaches.
- Ensure all sessions are delivered with a compliant approach to Health and Safety.
- Monitor and lead coaching standards across the Academy ensuring regular written and verbal feedback to coaches.
- Undertake personal CPD as appropriate to meet the demands of the role.
- Implement and maintain the Premier League's 'Elite Player Performance Plan' (EPPP) rules and regulations for the Academy
- Be a member of the Senior Coaching Team (SCT). SCT (reporting to the technical board) is responsible for programme direction and development including coach education, coach mentoring, core philosophy, coaching culture and syllabus development in keeping with the values of the Club.
- Carry out any other reasonable duties that may arise or be assigned by the Academy Manager and/or senior management staff.
- Where required, complete the mandatory qualifications and relevant Continued Professional Development requirements as required by the Elite Player Performance Plan and associated governing bodies (The Football League, The Football Association).

Personal growth as an Technical Lead (PDP)

- Undertake self-development to ensure knowledge in relation to all aspect of coaching and coach development is up to date and forward thinking
- Build relationships throughout the Academy broader Club and community.
- Maintain/enhance football and cross sport coaching competence.

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
- 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

- This role involves working with children and/or vulnerable adults in a Regulated Activity (or in closed proximity to children and/or vulnerable adults). This means that the post-holder is required to apply all relevant policies and uphold the Club's commitment to safeguarding vulnerable people.

Key relationships

- Academy Manager - Football
- Academy Manager - Operations
- Head of Professional Football Development
- Sporting Director
- First Team Coaches

Scope of job

- Deliver first class coaching and development to all players in the in the elite group.

Person Specification

Job Title: Technical Lead PDP

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

- Evidence of understanding the Premier League Elite Player Performance Plan (EPPP) rules and regulations.
- Previous experience of working within an elite football academy environment.
- A proven track record of developing youth players within the EPPP system European equivalent..
- A Licenced member of Football Association Coaches Club.
- Understanding of maturation and long-term athletic development.
- A strong understanding of key organisational and operational requirements, including safeguarding, HR and Health & Safety.
- Experience of working within an Academy multi-disciplinary team.
- Knowledge and experience of reflective practice and personal development.
- An understanding of elite player behaviour and psychological aspects.
- Experience at a Category 1 EPPP Academy or European equivalent.

Desirable

- Experience of developing players that have played in the premier league

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

Essential

- Good understanding of the rules of the game.
- Good use of IT e.g. Word, Excel, PowerPoint.
- Ability to provide reflective feedback using PMA.



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

Essential

- Understanding of how to work safely with children and/or vulnerable adults and uphold generally accepted practice when working with those participants.
- Can work effectively within a team environment and also independently.
- Excellent interpersonal skills.
- Ability to effectively liaise with players, parents, coaches, staff and senior management, including being able to deal effectively with situations/tasks, in both a methodical and creative way.
- Strong communication and public engagement skills.
- Availability for flexible working hours.
- Own transportation and clean driving licence.
- Takes responsibility for ensuring a high quality of work at all times.
- A genuine team player who leads from the front and will support and motivate other members of the team.
- An adaptive individual who can cope well under high pressure situations.
- A proven ability to multi-task and manage multiple projects.
- Hardworking and enthusiastic.

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

Essential

- Proven experience in a similar role.
- Member of F.A. Licensed Coaches Club
- Working with children and/or vulnerable adults

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

Essential

- U.E.F.A - A Licence
- F.A. Advanced Youth Award
- Up to date FA Emergency First Aid Certificate
- Post-holder must hold or obtain at the earliest opportunity 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 Head of Safeguarding

Desirable

- Associate degree (college diploma or above)
- Pro License