



JOB DESCRIPTION

JOB TITLE:	U18s Head Coach
DEPARTMENT:	Academy
REPORTS TO:	Academy Director / Head of Academy Football
DIRECT REPORTS:	Assistant U18s Coach, Performance Analyst and MDT staff
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.
DATE:	August 2026

We are Wolves. English football's original innovators.

As a founding member of the Football League, we boast one of the richest histories in the beautiful game, shaping modern football while always staying true to our Old Gold roots.

Our purpose is to make our pack proud by uniting our city, inspiring our communities and delivering unforgettable moments.

We challenge ourselves to be brave, embrace new ideas and take ownership of our actions, while earning trust through integrity, respect and humility. United as One Pack, we care for one another, celebrate our differences and work together to achieve more than we ever could alone.

At Wolves, we honour our past while shaping our future. Creating lasting memories for our supporters, our city and each.

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

To lead the U18 programme by creating a high-performance environment that prepares players for the demands of U21 Football and First Team football. The role maximises individual player development, delivers the Wolverhampton Wanderers Academy Game Model, leads the multidisciplinary team and supports successful transition into the U21 programme and senior professional football.

Role Mission

To maximise the number of Academy players progressing into First Team football through outstanding coaching, individual development, strong leadership and a clear football identity.



Key responsibilities

Football Programme

- 🦊 Lead the U18 football programme.
- 🦊 Deliver the Academy Game Model.
- 🦊 Design realistic game-based learning.
- 🦊 Ensure transfer from training into match performance.

Individual Player Development

- 🦊 Lead IDPs.
- 🦊 Deliver position-specific coaching.
- 🦊 Prepare players for First Team and loan football.
- 🦊 Review progress with the MDT.
- 🦊 Provide honest, individual feedback.

Match Programme

- 🦊 Lead all competitive fixtures.
- 🦊 Create a winning mentality.
- 🦊 Use matches to accelerate learning.
- 🦊 Balance results with long-term development.

Leadership & Collaboration

- 🦊 Lead the MDT.
- 🦊 Develop staff.
- 🦊 Build First Team relationships.
- 🦊 Create a culture of accountability and excellence.

Key Performance Expectations

- 🦊 Maximise individual player development.
- 🦊 Prepare players for First Team football.
- 🦊 Deliver a clear Wolves playing identity.
- 🦊 Create a high-performance environment.
- 🦊 Lead an aligned MDT.
- 🦊 Promote competitive success without compromising development.

General responsibilities

- 🦊 Compliance with Club policies
- 🦊 Compliance with the Club's health and safety procedures
- 🦊 Compliance with the Club's safeguarding policies
- 🦊 To promote and support the Club's values;
 - **One Pack:** Collaborate, build trust and care for each other.
 - **Be Brave:** Be bold, honest, and embrace challenges with courage.



- **Raise our Game:** Seek improvement and strive for excellence in everything we do.
- **Own It:** Act with integrity and take full responsibility for actions and results on and off the pitch.
- **Stay Humble:** Show respect, listen to others, and leave egos at the door.
- 🐾 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 close 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.

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

The most significant internal and external relationships and the nature of the contact e.g. co-ordination, passing on information, negotiating, influencing.

- 🐾 Academy Director
- 🐾 Head of Academy Football
- 🐾 Head of Coaching
- 🐾 U21s Head Coach
- 🐾 Academy Coaches
- 🐾 First Team Coaches

PERSON SPECIFICATION

Job Title: U18s Head Coach

Knowledge & Technical Skills	
🐾	Elite PDP player development.
🐾	Excellent tactical and coaching knowledge.
🐾	EPPP understanding.
🐾	Performance analysis and PMA/Hudl competency.
🐾	Outstanding planning and communication
Desirable Qualifications	
🐾	UEFA A Licence (UEFA Pro desirable).



- 🏆 FA Advanced Youth Award.
- 🏆 Elite PDP coaching experience.
- 🏆 Track record of developing players for senior football.
- 🏆 Enhanced DBS, First Aid and Safeguarding.

Key Behaviours/Leadership Characteristics

- 🏆 Emotional Intelligence: Knows when to challenge and when to support.
- 🏆 Strategic Thinking: Balances immediate performance with long-term development.
- 🏆 Transparent Communication: Provides honest, individualised feedback.
- 🏆 Leadership & Influence: Creates accountability and high standards.
- 🏆 Adaptability & Resilience: Thrives in changing environments.
- 🏆 Growth Mindset: Learns continuously.
- 🏆 Collaboration: Works effectively across the Academy.
- 🏆 Professionalism: Models integrity, humility and accountability.

The Wolves Standards

At Wolverhampton Wanderers, we expect our U18 team to compete with a winning mentality and perform to the highest possible standard.

We believe that competitive success, high standards and player development are mutually reinforcing. Every training session, every performance and every decision should contribute to both team and performance and long-term player development.

We compete to win every game, but we measure our success by the players we produce.