



## JOB DESCRIPTION

**JOB TITLE:** Lead Academy Performance Analyst (U21)  
**DEPARTMENT:** Academy  
**REPORTS TO:** Academy Director & Head of 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.  
**DATE:** October 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**

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### **Job purpose**

To lead the Academy Performance Analysis department whilst delivering elite analysis support to the U21 programme. The role will provide strategic leadership, establish departmental standards and ensure a consistent player-centred approach to analysis across the Academy, supporting the successful transition of players towards first-team football.

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### **Key responsibilities**

#### U21 Programme

-  Lead all performance analysis provision for the U21 squad.
-  Deliver individual player analysis to support progression towards senior football.



- 🛡️ Produce tactical and performance analysis to support coaching delivery and match preparation where appropriate.
- 🛡️ Deliver individual player review meetings using objective video feedback.
- 🛡️ Work collaboratively with the First Team staff to support player transition.
- 🛡️ Contribute to individual player development through evidence-based analysis.

#### Department Leadership

- 🛡️ Provide day-to-day leadership and line management and line management of the Academy Performance Analysis.
- 🛡️ Ensure alignment of analysis provision across the U14-U16, U18 and U21 programmes.
- 🛡️ Develop and maintain departmental standards, coding frameworks and player feedback processes.
- 🛡️ Conduct regular one-to-one meetings, mentoring and performance reviews with Analysts.
- 🛡️ Lead departmental CPD, innovation and knowledge training.
- 🛡️ Coordinate analyst deployment across training and fixtures.
- 🛡️ Support the recruitment, induction and development of analysis and placement students.
- 🛡️ Quality assure the delivery and consistency of analysis provision across the Academy.

#### Academy Alignment

- 🛡️ Ensure analysis provision supports the Academy Playing Philosophy and Individual Development Framework.
- 🛡️ Drive consistency in player learning experiences across all age groups.
- 🛡️ Develop centralised player video libraries and departmental resources.
- 🛡️ Work collaboratively with coaching, sports science, medical, psychology, player care and recruitment departments.
- 🛡️ Lead the continual evolution of analysis practices through innovation and best practice.
- 🛡️ 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.

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### 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
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## 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.

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## Safeguarding Statement

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.

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## Key relationships

- 🛡️ Head of Academy Football – Line Manager
- 🛡️ U21 Coaching Staff
- 🛡️ U21 Multidisciplinary Staff
- 🛡️ First Team Performance Analysis Department
- 🛡️ Recruitment and Scouting Staff

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## PERSON SPECIFICATION

**Job Title:** Lead Academy Performance Analyst (U21)

**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

- 🛡️ An understanding of Safeguarding children, young people and adults at risk and wellbeing considerations
- 🛡️ Promote, adhere and implement the Club's Equality Policy and to work consistently to embed equality and diversity within club

### Desirable

- 🛡️ Strong understanding of EPPP and Academies Player Development process

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

### Essential

- 🛡️ Extensive experience using Hudl Sportscore and elite performance analysis software
- 🛡️ Ability to capture, code, analyse and present football video efficiently



- Ability to produce high-quality video presentations and communicate analytical information clearly
- Strong IT skills and ability to operate relevant matchday analysis technology
- Ability to manage multiple workflows and deliver accurately within tight deadlines

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

#### Essential

- Excellent organisational, communication and presentation skills
- Understanding of how to work safely with children, young people and adults at risk to uphold Safeguarding best practice
- Leadership
- Outstanding attention to detail and commitment to accuracy

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

#### Essential

- Experience working within an Elite Academy or professional football environment
- Demonstrable leadership and line manager experience

#### Desirable

- Experience leading a Performance Analysis Department
- Experience supporting players transitioning into senior football

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

#### Essential

- UEFA B License
- Degree in Performance Analysis, Sports Coaching or related discipline
- Full UK Driving Licence
- 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 DBS Check at the appropriate level and cleared by the Wolves Safer Recruitment Group

#### Desirable

- UEFA A License