



JOB DESCRIPTION

JOB TITLE: Women and Girls Assistant S&C Development Coach

DEPARTMENT: Women & Girls

REPORTS TO: Daniel McNamara

DIRECT REPORTS: Russ Fraser

LOCATION: Sir Jack Hayward/ Thomas Telford School

HOURS: 37.5

DATE: August 2026

We are Wolves. English football's original innovators.

Formed in 1975 as Heathfield Rovers, initially as a West Midlands League second division club, they later became Wolverhampton & Wednesbury Tube and then Wolverhampton Ladies before taking the name Wolverhampton Wanderers in 1993. In the 1993/94 season they were promoted to the Premier League, which was then the top flight of Women's football.

In 2008/09, the women and girls' programme were taken on board by the Wolves community trust. This support continued until the 2021/22 season, where the academy took control of the female provision, ensuring the boys and girls alike are given opportunities to play at Wolves.

The 2019/20 season and 2020/21 season saw Wolves Women top of the table in both seasons, only to have the leagues ended abruptly due to COVID. This prevented promotion to tier 3, however, Wolves were successful in an 'upwards movement' initiative, allowing them to move into the FA Women's National League, Northern Premier Division.

Following a sustained period of progression, Wolves Women achieved promotion to WSL 2 after winning Tier 3 and is firmly established as a leading side within the FA Women's National League. Building on a second-place league finish and a successful promotion campaign, the team now competes in WSL 2, marking a significant step in its continued development. As the club advances, the focus remains on competing at the highest level possible while providing a professional environment that supports the ongoing growth and performance of both players and staff.

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 support the Women's and Girls Physical Development services at Wolverhampton Wanderers Football Club, enabling us to develop well rounded athletes who are capable of progressing up to the Women's 1st Team. This role will help support a clear and progressive pathway, whilst also offering support to medical and performance staff within the 1st Team. You will work closely with the Women's Lead S&C Coach and the Head of Women's and Girls Football, whilst also working closely with academy coaches and MDT.



Key responsibilities

- 🛡️ Plan and deliver athletic development sessions across the girl's academy pathway
- 🛡️ Track and monitor the delivery of sessions by other coaches and placement students
- 🛡️ Produce and deliver gym programmes, relevant to the training age and developmental age of the athletes within the academy
- 🛡️ Ensure basic principles of Sport Science are implemented across the academy (including warm ups, matchday protocols, recovery strategies)
- 🛡️ Lead all on and off pitch delivery on the girl's day release programme, from an athletic development standpoint
- 🛡️ Conduct regular data collection for physical profiling of all academy players
- 🛡️ Produce physical profiling player reports for parental reviews across the season for players within the academy and ETC
- 🛡️ Assist in the planning and delivery of sport science services for the Women's 1st team
- 🛡️ Analyse, report and assist in collection of performance data using GPS and athlete monitoring systems
- 🛡️ Track and analyse training loads to help manage 1st Team players, optimising performance and minimising fatigue
- 🛡️ Support fitness testing and physical profiling of players within the 1st Team
- 🛡️ Support the planning and creation of resources across the whole women and girls pathway, aiding continued education in all relevant sport science topic areas
- 🛡️ 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 always maintain professional conduct

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

- 🏆 Women's team Manager
- 🏆 Women's S&C Lead
- 🏆 Technical director
- 🏆 Multi-disciplinary team
- 🏆 Academy staff in support of each players development To ensure positive relationships with players, parents

Scope of job

This role requires has responsibility to the ongoing development of all youth/ first team players to ensure they are capable of meeting the highest possible standards.

This role will require a degree of travel both nationally and abroad to fulfil the job requirements.



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

- 🛡️ EPPP requirements
- 🛡️ A basic understanding of the Governing body (the WSL & FA) their doping policy, and basic pathological requirements and how this relates to nutrition support modification
- 🛡️ Operate within the rules of professional confidentiality to liaise with athletes, medical staff, sports sciences staff, coaches and other support staff as appropriate
- 🛡️ An understanding of individual responsibility in complying with Health and Safety policies
- 🛡️ Knowledge of governing body rules within football (i.e. FA and PL) to include an understanding of the current WC/WSL regulations.
- 🛡️ 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

- 🛡️ Proven experience of developing speed, strength, power, change of direction and conditioning qualities to this chosen demographic.
- 🛡️ Experience of how to modify and develop conditioning programmes according to test results or specific individual needs
- 🛡️ Evidence of a proven track record in designing multi-facet periodised training programmes specific to elite football.
- 🛡️ Ability to modify coaching style when delivering practical sessions to different populations
- 🛡️ Experience delivering warm-ups , cool-downs, flexibility, core strength and stability, speed and agility training

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

Essential

- 🛡️ Experience of actively engaging with players and technical coaches to create a culture which enhances attitudes towards Strength and Conditioning practices
- 🛡️ Excellent anatomical knowledge and an ability to apply this specifically when communicating with coaches and physiotherapists
- 🛡️ Ability to work irregular and unsociable hours as required involving work outside normal office hours, evenings, weekends and Bank Holidays
- 🛡️ 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

- 🛡️ Proven experience of working in women's and girls' team sports.
- 🛡️ Development and Implementation of programming and loading for female elite athletes.
- 🛡️ Experience of working in a Professional Women's Football Club or other professional sporting environment.

Desirable

- 🛡️ Working with children and/or vulnerable adults

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

Essential

- 🛡️ 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
- 🛡️ An undergraduate degree in a sport science related field.

Desirable

- 🛡️ On the UKSCA OR BASES pathway.