



Preston North End Football Club
Preston North End Stadium
Sir Tom Finney Way
Deepdale,
Preston
PR1 6RU

Job Specification

JOB INFORMATION

AVAILABLE POSITION

Full Time Academy Player Care Manager

WHO WE ARE

Preston North End Football Club is a professional football club in Preston, Lancashire, whose first team currently play in the English Football League Championship. Preston North End stadium is situated in the heart of Preston, Deepdale. The Club operates over five sites to incorporate the first team, the academy team, the Preston North End Community and Education Trust (PNECET), the administration team and the stadium. The majority of the sites are in Preston and one in Euxton, Chorley. Preston North End FC was officially formed in 1880 and was a founder member of the Football League in 1888. Our aspirations are to achieve promotion and play in the Premier League and we want you to help us get there.

Football is a unique industry. Working in football is a dream for many people, if it is your dream then you will experience football life behind the scenes. You will be based at the Academy training complex at Springfield's Training Ground, Lea, Preston and at UCLan Sports Arena, Cottam, however the role will require you to travel to other various locations nationwide.

JOB SUMMARY

Preston North End FC are looking to recruit a Full Time Academy Player Care Manager which is a new role.

The purpose of the Player Care Manager role is to manage the player's journey within the Academy and provide Welfare and Safeguarding support throughout.

The ideal candidate will be hardworking, passionate and able to work under pressure in a fast-paced environment.

DEPARTMENT & TEAM

Academy Department

SALARY

Salary is competitive and is dependent on experience and qualifications.

CLOSING DATE

Monday 15th August 2022

<p>HOW TO APPLY</p>	<p>Please complete the application form and return this along with a covering letter of support either via email to jobs@pne.com or by post to the following address;</p> <p>Please state the job reference number within your email subject header; PNE-1141.</p> <p>FAO Director or People and Culture Preston North End First Team Training Ground, Euxton Lane, Euxton, Chorley, PR7 6FA.</p> <p>The closing date for this position is at 5pm on Monday 15th August 2022.</p> <p>Please also complete the equal opportunities monitoring form and return to the address above in a sealed envelope. This is to remain anonymous. The required forms can be downloaded on the club website.</p> <p>Interview Dates</p> <p>Interviews will take place on shortly after the closing date.</p> <p>The role is subject to two work references covering a period of five years previous working history or education and a satisfactory Enhanced DBS Check.</p>
<p>LOCATION</p>	<p>Academy training complex at Springfield's Training Ground, Lea, Preston and at UCLan Sports Arena, Cottam, however the role will require you to travel to other various locations nationwide.</p>
<p>WORKING HOURS</p>	<p>The minimum working week will 37.5 hours, this includes Monday to Friday, evenings, weekends and bank holidays.</p>
<p>WHAT YOU CAN EXPECT IN RETURN</p> <ul style="list-style-type: none"> • Further training and development opportunities. • Access to staff discounts. • Two complimentary season tickets. • Onsite parking. <p>You will also benefit from working with an outstanding team of accomplished professionals across a range of diverse, exciting, and varied departments.</p> <p>Preston North End boasts many strong role models and has a culture of excellence, passion, unity, and respect.</p> <p>Find out more by visiting our website: www.pne.com</p>	
<p>JOB REFERENCE</p>	<p>PNE-1141</p>

POSITION IN THE ORGANISATION	
<i>Specify who the job holder reports to</i>	Head of Education and ultimately the Academy Manager
<i>Specify who reports to the job holder</i>	N/A
<i>Specify who the job holder interacts with in the course of carrying out the role</i>	Academy Designated Safeguarding Officer, Club Designated Safeguarding Officer, Academy Coaches, Players, Loans and Pathways Manager, Accommodation Manager, Academy Players and Academy Player Parents.

RESPONSIBILITIES AND DUTIES
<p>You will be responsible for the management and delivery of;</p> <ul style="list-style-type: none"> • Personal Development and a Life Skills Plan for all Academy players. You will work alongside the Head of Education staff member and be expected to research external agencies to boost this area. • To develop a Transition Strategy for each Academy Player to cover a three year period once they have left PNE Academy. • You will have an understanding of Safeguarding and Pastoral Care and will working alongside the Designated Safeguarding Officers with regards to player's mental and emotional wellbeing. <p>1. Player Care</p> <p>1.1 To ensure that all Player Care expectations and standards as defined by the EFL Championship and audits are met, or exceeded.</p> <p>1.2 To lead, develop and deliver a comprehensive Player Care package in support of the U9's through to U18's players.</p> <p>1.3 Work with colleagues to proactively identify players who require additional pastoral support and guidance.</p> <p>1.4 Support the mental and emotional wellbeing of all Academy players.</p> <p>1.5 Ensure player development plans are in place for all players that supports holistic development and is individually tailored to meet the specific needs of the Academy player.</p> <p>1.6 To work alongside the Designated Safeguarding Officer with regards to each player induction.</p> <p>1.7 Develop an internal and external transition strategy for players released from PNE Academy which must include the appropriate levels of support and after care for players whom have been released. The focus is to be on mental and emotional health in addition to practical support.</p> <p>1.8 You will be asked to develop a strategy to carry out quality assurance visits to various sessions across the Academy.</p>

1.9 Work closely with the Academy Designated Safeguarding Officer and Club Designated Safeguarding Officer to create, manage and implement the EFL Accommodation Strategy and review this on an annual basis.

1.10 Develop and maintain effective relationships between the Academy, parents and the Accommodation Manager to ensure Academy players have the necessary support to help them meet their personal goals.

1.11 Monitor initial destinations of players exiting the Academy at pre-16 and develop the graduation tracking database for all Academy players.

2. Education and Life Skills

2.1 To report into the Academy's Head of Education with regards to all aspects of each players individual learning journey and support this process throughout.

2.2 Working together with the Head of Education, to look at how the department is resourced internally and if necessary to source external providers to boost the 'Life Skills Programme' within a set budget.

3. Compliance

3.1 Acts upon concerns identified and reports these to the Academy Designated Safeguarding Officer or the Club's Designated Safeguarding Officer.

3.2 Ensure all personal data is collected, stored and disposed of in line with General Data Practice Regulations (GDPR).

4. Equality

4.1 Conduct self in a manner that demonstrates the clubs support and commitment to equality of opportunity, diversity & inclusion.

4.2 Identify the diversity and needs of your areas current customers and potential customers and identify where the diversity of customers could be improved.

4.3 Maintain the equality throughout the organisation, ensuring organisational commitment to promoting the quality of opportunity, diversity and inclusion.

ESSENTIAL CORE EXPERIENCE AND SKILLS REQUIRED

- An understanding of Football Youth Development.
- Previous experience of working with children/young people.
- An understanding of the life cycle of Academy Players and the key milestones.
- Previous experience of developing sessions/activities/risk assessments for young people/staff.
- Knowledge of child protection issues, policies, and best practice.
- Awareness of the emotional and mental health issues that affect young people.
- Able to relate to and build rapport quickly and easily with young people.
- Able to understand and implement the policies and procedures of the Academy.
- Confident, resilient and self-motivated.
- Excellent communications skills both verbal and written.
- Excellent presentation skills.
- Excellent administrative and IT skills.
- The ability to instigate new initiatives to bring about positive change.
- The ability to priorities and manage own workload.

- Have a flexible approach to work and the ability to work some evenings, weekends and bank holidays.
- Have a relevant safeguarding qualification or a willingness to undertake upon appointment.

DESIRABLE REQUIRMENTS;

- To hold a recognised teaching qualification.
- A player care or related qualification, such as Talented Athlete Lifestyle Support (TALS) through TASS or equivalent.
- UEFA B Licence in Football Coaching (or working/willing to work towards it).
- Previous experience of working within a football Academy, with good working knowledge of the Elite Player Performance Plan (EPPP) framework and audit procedure would be desirable.

The above job description is not intended to be exhaustive, the duties and responsibilities may therefore vary over time according to the changing needs of Preston North End.

Equality, Diversity and Inclusion Statement

Deepdale stadium, the home of Preston North End Football Club, is one of the most iconic buildings in the city of Preston, with the ability to house over 20,000 people. The influence a football club can have on its local community cannot be underestimated and with the potential footfall within our stadium and associated premises, we have the opportunity to positively increase connections with our fan base and wider communities when equality, diversity and inclusion is held at the core of all of our operations.

Whether you're a player, official, employee, volunteer, spectator or visitor, Preston North End welcomes people from all backgrounds and are committed to preventing and eradicating all forms of discrimination, whether this be on the grounds of sex, sexual orientation, race, age, disability, religion or belief, pregnancy and maternity, gender reassignment and marriage or civil partnership status.

The Club's Equality Working Group and the Community and Education Trust are working towards making Preston North End as accessible as possible to all, removing barriers and providing opportunities to engage with diverse communities. The club has a zero tolerance policy on any form of hateful or discriminatory behaviour and encourages anybody who witnesses any such behaviour to report this to the club using any of the methods available. Please visit PNE.com for more information. (<https://www.pnefc.net/club/equality-diversity/>)

We all have a shared interest and passion in seeing the success of Preston North End. Football is for everyone and should be enjoyed by all who wishes to participate in it.

Safeguarding Statement

Preston North End FC & PNECET are committed to safeguarding the welfare of children, young people and adults at risk and expects all staff and volunteers to endorse this commitment.

Health & Safety

You are reminded that you have a statutory duty to observe all Health & Safety rules and take reasonable care to promote the Health & Safety at work of yourself and fellow employees.