



Preston North End Football Club

Job Specification

JOB INFORMATION

PREMIER LEAGUE COACH DEVELOPMENT PROGRAMME

Coach Inclusion and Diversity Scheme (CIDS)

This is a unique opportunity to join the team at Preston North End FC as a full-time coach on a fixed term 23 month contractual basis. The successful candidate will divide their time between their Preston North End employment and their individual development plan which includes enrolment to the Premier League's Coach Development Programme.

Background

Professional football must better reflect modern Britain. Preston North End FC in partnership with the Premier League, are seeking to improve the diversity of football coaches in the professional game to make this area more representative of society and the playing population. As part of our commitment to improving diversity, we are proud to be able to support the Coach Inclusion and Diversity Scheme (CIDS), season 2024/25, by providing a high-quality fixed-term employment opportunity to develop under-represented groups within the football industry. The scheme is open to coaches who are currently under-represented within English Professional Football – coaches from Black, South-Asian and Mixed Heritage backgrounds, and Women coaches from **all** backgrounds. We believe that having greater diversity helps the whole club to perform better both on and off the pitch.

What is the Coach Inclusion and Diversity Scheme?

CIDS provides a 23-month fixed-term employment opportunity and development programme for the successful candidate. Preston North End FC will act as the 'base' of employment and the individual will work across a variety of football functions within the Club to broaden their learning experience.

The fixed-term employment opportunity will include coaching and observation across the Academy, and collaboration with multi-disciplinary teams. Successful applicants will enter the Premier League's Coach Development Programme which is accredited by Leeds Beckett University. Upon successful completion of the programme, coaches will receive a Diploma in Professional Football Coaching. The development

programme includes mentoring, workshops, peer learning, projects, and need-led access to FA/UEFA coaching qualifications.

Objectives of the CIDS scheme

- To increase the number of coaches who are from Black, South-Asian and Mixed Heritage backgrounds, including women from all backgrounds in full-time coaching positions in English professional football.
- To provide coaches on the scheme with a fixed-term employment contract and development opportunities within an EFL Club.
- To substantially improve long-term employment prospects for coaches who complete the scheme.
- To provide the coach with your own development programme to ensure that they are appropriately supported to become a successful coach and a visible role model.
- To assist in diversifying the workforce at Premier League or EFL Clubs, promoting a culture of equality, diversity and inclusion.

AVAILABLE POSITION

Full Time Academy Coach – Fixed term 23-month contract

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 work across two locations to fulfil the role, predominantly at the Academy Training Ground and on occasions at the First Team Training Ground.

JOB SUMMARY

This is a full time role which includes coaching responsibilities at Preston North End FC and a development programme with the Premier League.

HOW TO APPLY

Applications are welcome from coaches who are from Black, South-Asian and Mixed Heritage backgrounds, and Women coaches from all backgrounds. Reasonable adjustments will be made for any applicant with a disability, and these should be requested directly to Zoë Hall via email to: zoe@pne.com

All applicants are required to complete the application form in full along with a covering letter and send to: jobs@pne.com by the closing date.

In addition, you are required to complete an Equal Opportunities Monitoring Form and return this by post to:

F.A.O Zoë Hall, Preston North End First Team Training Ground, Euxton Lane, Euxton, Chorley, PR7 6FA.

This Equal Opportunities Monitoring Form **must** remain anonymous.

Please follow these guidelines to apply.

Preston North End FC will only consider applications from coaches who are from Black, South-Asian and Mixed Heritage backgrounds, including Women coaches from all backgrounds.

1. Please demonstrate in your covering letter of no more than two pages, that you meet each of the criteria for the CIDS.
 - a. Background
 - b. Experience
 - c. Qualifications
 - d. Person Specification

2. In addition, please include answers to the following questions in your covering letter.
 - a. Why you are attracted to the CIDS, and your ambitions for this specific role?
 - b. How does CIDS fit into your career plan, and the personal and professional development you have undertaken to prepare yourself for this role?
 - c. How would your unique expertise positively impact upon the club, and the players we support?
 - d. How would you connect with your players and create a positive environment?

Preston North End FC and the Premier League believe in equal opportunities and all applications will be assessed on merit only. All personal data that the applicant shares on the equality monitoring form will be submitted separately and not form any part of the application process. This information is collected simply to see if our advert is reaching a wide and diverse range of applicants who are applying for this role. The successful candidate will be selected based on merit as measured against the person specification, set out above.

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| DEPARTMENT & TEAM | Preston North End FC Academy |
| REMUNERATION PACKAGE | £23,500 - £25,000 per annum |
| ADVERT LIVE | Friday 17 th May 2024 |
| CLOSING DATE | Friday 14 th June 2024 |
| SHORTLISTING DATES | Monday 17 th to Thursday 20 th June 2024 |
| INVITATIONS FOR FIRST INTERVIEW | Friday 21 st June 2024 |
| FIRST INTERVIEWS (IN PERSON) | Tuesday 2 nd July 2024 |
| SUCCESSFUL APPLICANTS WILL BE INVITED TO AN ASSESSMENT CENTRE ACTIVITY | Scheduled to be either; Friday 5 th July or Tuesday 9 th July 2024 |
| PLANNED START DATE | August 2024 |

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| LOCATION | You will be based at the Academy Training Complex, Springfield's Training Ground, UCLan Sports Arena and on occasions you will also be required to attend the First Team Training Ground. The role requires you to travel to other various locations nationwide; you must be willing to work at any location that is either in the interests of your personal development or the performance of your duties with the Club. |
| WORKING HOURS | Your hours of work will be determined by the needs of the role and shall be a minimum of 37.5 hours per week. You may from time to time be required to work such additional hours as is reasonable to meet the requirements of the Club's business. On occasions, your role may necessitate longer hours than your contracted number. This will be kept to a minimum, but the hours are dictated by the needs of the role. |
| <p>WHAT YOU CAN EXPECT IN RETURN</p> <ul style="list-style-type: none"> • Individual development in partnership with the Premier League • Diploma in professional Football Coaching • Further training and development opportunities including mentoring, workshops, peer learning, projects, and need-led access to FA/UEFA coaching qualifications. • Access to staff discounts. • Onsite parking and canteen facilities. <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> | |
| JOB REFERENCE | PNE - 1192 |

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| RESPONSIBILITIES AND DUTIES | |
| <p>The successful candidate will be responsible and accountable for.</p> <ul style="list-style-type: none"> • The development and progression of players in the Academy. • Assist with the recruitment department to recruit the best possible young players to Preston North End FC. | |

- Work alongside the Lead Foundation Phase Coach, The Lead Professional Development Phase Coach, Lead Youth Development Coach, Head of Coaching and Academy Manager across all areas of the Academy.
- Monitor the development of each player, recording individual player data on the 'player performance clock'.
- Devise individual learning objectives and action plans for each player.
- In conjunction with the coaching staff team, formulate and deliver a review process with Academy players.
- To assist the Academy Manager to manager U17, U19 reserve teams at relevant times in the category specific league.
- To identify where small groups of players may benefit from additional tuition and translate this into coaching sessions where appropriate.
- Ensure that the Academy meets the minimum requirement to ensure full Football League funding and requirements for the Elite Player Performance Plan (EPPP).
- Maintain a computerised system, Performance Management Application (PMA) where all relevant data is easily retrievable.
- To improve the technical, tactical, physical and mental levels of current Academy Players.
- Engage fully in the Premier League Coach Development Programme and complete all necessary attributed learning provided by the programme.

To, at times, represent Preston North End Football Club in a professional manner regarding appearance, presentation, personal hygiene, attitude, conduct and professionalism. To be able to, with notice, work additional hours and be flexible where the needs of the business requires.

PERSON SPECIFICATION

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| <p>Background</p> | <ul style="list-style-type: none"> • This is a positive action scheme aimed at addressing some currently under-represented groups within the English Professional game. CIDS is a development opportunity for coaches from Black, South-Asian and Mixed Heritage backgrounds, and Women coaches from all backgrounds. Applications will only be accepted from individuals from those backgrounds. |
| <p>Experience</p> | <p>Essential</p> <ul style="list-style-type: none"> • Coaches must not have previous experience of holding a full-time role in a Premier League or EFL Club. <p>Desirable</p> <ul style="list-style-type: none"> • Experience of delivering effective and engaging coaching and player development support to children and young people (e.g., in education, grassroots, community coaching, or part-time development centre or Academy setting). • Experience of coaching a team or group of players on a regular basis. • Experience of holistic youth development activities within, or beyond support. |
| <p>Qualifications</p> | <p>Essential</p> <ul style="list-style-type: none"> • UEFA B Licence |

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| | <ul style="list-style-type: none"> • Current FA Safeguarding Certificate (Prior to commencing role) • Enhanced DBS Clearance (Prior to commencing role) • Emergency First Aid Certificate (Prior to commencing role) <p style="text-align: center;">Desirable</p> <ul style="list-style-type: none"> • UEFA A Licence • Teaching Assistant qualification, or Qualified Teacher Status (QTS). |
| <p>Person Specification</p> | <ul style="list-style-type: none"> • Drive to become a football coach in English professional football and to help individual players, and teams, to successfully develop and perform. • Passion to create developmentally appropriate learning environments for players. • Commitment to fulfilling duty of care for children, young people, and adults in healthy, high performing environment. • Exceptional interpersonal skills, and relationships building expertise. • Resilience for the everyday rigors of high-performance football environments. • High potential to be a world-class football coach and visible role model. |

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 FC and the Preston North End Community and Education Trust.

Safer Recruitment

All staff, volunteers and partners whose role involves working with children, young people and vulnerable adults are required to undertake DBS vetting at an enhanced level. All offers of employment on these identified roles are subject to a satisfactory outcome of the DBS process. All employees or volunteers will be required to complete an EFL self-declaration form.

You will also be required to provide details of referees for the previous five years working history or education. Any gaps in work history must be accounted for.

Safeguarding statement

Preston North End Football Club and Preston North End Community and Education Trust are committed to safeguarding the welfare of children, young people and adults at risk and expects all staff and volunteers to endorse the commitment.

Everyone has a role to play in safeguarding and we strive to ensure that staff and volunteers are well informed and know how to recognise abuse, and what to do if they have a concern. The successful applicant will be expected to undertake mandatory safeguarding training.

Inclusion and Anti-Discrimination Mission 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 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. Our Board Equality Champion holds responsibility for ensuring ED&I and mental health & wellbeing is embedded within all aspects of the Club.

Whether you are 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 ED&I committee are working towards making Preston North End as accessible as possible to all, removing barriers and providing opportunities to engage with diverse communities through our #OneNorthEnd campaign. 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 the appropriate channels. These can be found on the website www.pne.com. 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.

#OneNorthEnd

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.