



St. Mirren Football Club
SMISA Stadium, Greenhill Road
Paisley, PA3 1RU

Job Title: Head of Academy Coaching & Player Development

Department: Academy

Reporting to: Academy Director

Role: Support and assist in the development of all coaches and players within the Academy at St Mirren Football Club.

Responsibilities:

- Responsible for the implementation and delivery of the Academy Coaching Curriculum across the program.
- Work in conjunction with Academy Director to design Academy Coaching Curriculum and Style of Play.
- Responsible for designing and delivering the Academy continued professional development program, which shall reflect the Academy Style of Play, Unit work & Individual player development and any other topics that assist in the development of coaching staff.
- Provide ongoing feedback of coaching behaviours through analysis of training sessions & match days.
- Work in conjunction with each coach to create an individual development plan to support and assist ongoing professional and personal development.
- Lead & support training sessions & matchdays when required to do so.
- 1:1 ongoing support with coaches to assist in their knowledge & development.
- Lead & support coaching staff in delivering quarterly player development plans for all players.
- Work in conjunction with key coaching staff to log, collate and store all relevant documentation required for ongoing SFA monitoring purposes and criteria requirements.
- Work in conjunction with Academy Director & Head of Phases to create an additional games program.
- Assist Academy Director with setting and evaluating performance targets and outcomes.
- Be part of the decision-making process with regards to recruitment, player progression, pathways, and retention.
- Work in conjunction with key staff to make sure training schedule, match day squads, and coaching resources are organised and communicated to all parties well in advance.
- Along with all staff, responsible for the maintenance and storage of all kit & equipment.
- Build relationships with the multi-disciplinary team, collaborating with each to support the coaching programme.
- To attend all Academy Management Team and Senior Technical Board meetings, reporting back all matters related to the coaching programme
- Any other duties that may be requested from time to time.



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Personal Specification:

Previous experience in:

- A professional football coaching role.
- A role which involves a significant amount of mentoring/coaching.
- A role which involves working in an elite learning and/or performance environment.

Essential:

- UEFA A License, Elite Youth A, Pro License.
- Previous experience in a senior role within an academy/first team environment.
- Previous experience of developing young people/players from 10-18 years.

Desirable:

- Coach Education experience
- MSc or Degree in a related discipline
- Teaching Experience
- Knowledge of Club Academy Scotland rules, regulations, & criteria.

Knowledge, skills and experience:

- Strong Leadership and Management skills.
- Excellent knowledge of the modern game trends & tactics.
- Excellent communication skills.
- Proficient in all MS Office packages (word, excel, powerpoint, access).
- Proficient with video analysis software, video editing and telestration software.
- Can work to tight deadlines.
- Experience of dealing with minors and an excellent understanding of Child Protection and Safeguarding procedures including the relevant clearances for individuals.
- Applicants will need to have a flexible approach to work and be able to work evenings, weekends and match days as required.
- You will require a full, valid UK driving licence and access to a suitable vehicle.



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General Information:

The employee must always carry out their duties with due regard to the St Mirren Football Club policies and procedures.

The employee must ensure a positive commitment towards equality and diversity by treating others fairly and not committing any form of direct or indirect discrimination, victimisation or harassment of any description and to promote positive working relationships between all internal and external stakeholders.

Safeguarding:

St Mirren Football Club is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This role involves the supervision of and working with children and young people. The role will require the successful applicant to be disclosure checked and must disclose all previous convictions including spent convictions.

Equality, Diversity and Inclusion:

St Mirren Football Club's commitment to equality, diversity and inclusion is to confront and eliminate discrimination whether by reason of age, gender, gender assignment, sexual orientation, marital status or civil partnership, race, nationality, ethnicity (race), religion, ability or disability, pregnancy or maternity and to encourage equal opportunities (Protected Characteristics, Equality Act 2010).

Employees of St Mirren Football Club must ensure a positive commitment towards equality, diversity and inclusion by treating others fairly and not committing any form of discrimination, victimisation or harassment of any description and to promote working relationships between all internal and external stakeholders.

Application Process:

If you're interested in this exciting & challenging role, and wish to play a huge part in taking the academy to the next phase of its journey please send an up-to-date copy of your CV and cover letter to: keith.lasley@stmirren.com by Friday 20th January.

Interviews will be held at a date to be confirmed **and only those invited to interview will receive return notification from St Mirren Football Club.**

St Mirren Football Club is committed to a policy of treating individuals fairly and recruiting, selecting, training, and promoting based on merit, experience, and other work-related criteria. We do not discriminate against any applicant based on age, race, religion, sex, disability, sexual orientation, or gender identity.



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