



Professional Player to Coach Scheme (PPCS) Season 2024/2025



Position: Youth Development Phase Coach

Contract Type: 23 month fixed-term employment

Salary: £23,500-£25,000

Premier League Coach Development Programme: The successful candidate will divide their time between their **Burton Albion** employment and their individual development plan which includes enrolment to the Premier League's Coach Development Programme

Location: The Pirelli Stadium, Burton Albion Football Club.
The National Football Centre, St Georges Park.

1. Background

Professional football must better reflect modern Britain. **Burton Albion** in partnership with the Premier League, Professional Footballers Association (PFA), and English Football League (EFL) we 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 Professional Player to Coach Scheme, Season 2024/2025, by providing a high-quality fixed-term employment opportunity to develop under-represented groups within the football industry. The scheme is open to PFA members who are currently under-represented within English professional football coaching workforce. Men and Women coaches from Black, South-Asian and Mixed Heritage backgrounds. We believe that having greater diversity helps the whole club to perform better both on and off the pitch.

Burton Albion Football Club Academy are looking to appoint a Youth Development Phase coach, to work across our age group programme. This new role will be multi-faceted with core coaching responsibilities across the Youth Development Phase.

Responsible to the Academy Manager and working alongside other Academy Coaches, the successful candidate will have a passion for developing well-rounded young players who are fearless, passionate and hardworking. The successful candidate will have excellent communication, interpersonal and motivational skills. They will be experienced in coaching diverse groups and will have an in depth understanding of long-term player development. They will be able to demonstrate innovative coaching practices and have an excellent understanding of the technical, tactical, physical and social requirements of the modern player.

2. What is the Professional Player to Coach Scheme?

PPCS provides a 23-month fixed-term employment opportunity and development programme for the successful candidate. The club 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.



3. Objectives of the Scheme

- To increase the number of former professional players from Black, South-Asian and Mixed Heritage 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 a Premier League or EFL clubs
- To substantially improve long-term employment prospects for coaches who complete the scheme
- To provide each of the coaches with their own development programme to ensure that they are appropriately supported to become successful coaches and visible role models
- To assist in diversifying the workforce at Premier League and EFL clubs, promoting a culture of equality, diversity and inclusion

4. Person Specification

<p>Experience</p>	<p>Essential</p> <ul style="list-style-type: none"> • PFA member with professional football playing experience (inclusive of Academy PDP playing experience). • Experience of delivering coaching and or player development experiences to players. • To be eligible for this scheme, applicants must not have held a full-time coaching role in a Premier League or EFL Club academy or first team. <p>Desirable</p> <ul style="list-style-type: none"> • Experience of coaching a team or group of players on a regular basis • Experience of holistic youth development activities • The ability to manage elite age-group players showing positive energy and enthusiasm • An experience and understanding of Safeguarding and Welfare of players and staff • Organisation, computer and timekeeping skills
<p>Qualifications</p>	<p>Essential</p> <ul style="list-style-type: none"> • UEFA B Licence • Current FA Safeguarding Certificate (<i>Prior to commencing role</i>) • Enhanced DBS Clearance (<i>Prior to commencing role</i>) • Emergency First Aid Certificate (<i>Prior to commencing role</i>) <p>Desirable</p> <ul style="list-style-type: none"> • UEFA A Licence • FA Talent ID Level 1 and/or 2
<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 relationship building expertise. • Resilience for the everyday rigours of high-performance football environments • High potential to be a world-class football coach and visible role model.



5. How To Apply

Applications are welcome from PFA members who are Men and Women coaches from Black, South-Asian and Mixed Heritage backgrounds. Reasonable adjustments will be made for any applicant with a disability, and these should be requested directly to Dave Roberts (dave.roberts@burtonalbionfc.co.uk).

Burton Albion 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.

Please follow these guidelines to apply.

Burton Albion will only consider applications from PFA members who are Men and Women coaches from Black, South-Asian and Mixed Heritage backgrounds.

1. Please demonstrate in your covering letter of no more than one page, that you meet each of the criteria for the PPCS.
 - 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 PPCS, and your ambitions for this specific role?
 - b. How does PPCS 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 does your personal philosophy align with Burton Albion Academy?
3. Please complete the club application form accompanied by a copy your CV and your cover letter.

Application form, which can be downloaded either from our webpage www.burtonalbionfc.co.uk, or email hr@burtonalbionfc.co.uk to obtain a form.

Your application form should then be sent by email to vacancies@burtonalbionfc.co.uk or by post to Burton Albion Football Club, Pirelli Stadium, Princess Way, Burton on Trent, Staffs DE13 0AR.

6. Deadline For Applications

Please submit your application by **Wednesday 8th May 2024**.

Multi-stage assessment interview (including practical) will take place across w/c 13th May.

By submitting your application, you are agreeing to Burton Albion and the Premier League processing your personal details for the purpose of administering and evaluating the Scheme in accordance with Burton Albion and the Premier League's privacy notices¹.