**Contract Type:** 23 – month fixed-term employment

**Salary**: £22,000 per annum

**Premier League Coach Development Programme:** The successful candidate will divide their time between their Gillingham FC employment and their individual development plan which includes enrolment to the Premier League’s Coach Development Programme.

**Key relationships:** Gillingham FC, Premier League, the PFA and the EFL

**Location:** Priestfield Stadium, Redfern Avenue, Gillingham ME7 2PE

# Background

Professional football must reflect modern Britain. The Premier League, Professional Footballers’ Association (PFA) and English Football League (EFL) are seeking to improve the diversity of football coaches in the professional game to make this area more representative. As part of their commitment to improving diversity, they have jointly launched the Professional Player to Coach Scheme (PPCS) to encourage, build and support the transition of under-represented Black, Asian, Mixed Heritage Men and Women who are PFA members into football coaching in the professional game so that football at all levels better represents the wider communities in which it is played, enjoyed and serves.

# What is the Professional Player to Coach Scheme?

The Professional Player to Coach Scheme will provide 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 in order to broaden their learning experience.

Gillingham FC in partnership with the Premier League, PFA and EFL aim to identify a high potential coach so that after the Scheme, they remain highly employable within the professional game. Simultaneously, the Premier League, PFA and EFL want to be able to recognise and support Clubs involved in the Scheme as Inclusion and Diversity role models.

The fixed-term employment opportunity will include coaching and observation across the Academy, including 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 Higher Education in Professional Football Coaching. The development programme includes mentoring, workshops, peer learning, projects and FA/UEFA qualifications dependent on need.

# Objectives of the Scheme

* To increase the number of PFA members who are Black, Asian and Mixed Heritage Men and Women, transitioning into full-time coaching positions in English Professional Football
* To provide selected PFA Members with fixed-term employment and training opportunity within EFL Clubs, which include a range of professional roles within both the Academy and First-Team environment, where possible
* To substantially improve employment prospects for coaches who complete the Scheme
* To provide each of the coaches with their own development programme to ensure they are appropriately trained and supported to become successful coaches and visible role models
* To recognise Clubs who role model excellent Inclusion and Diversity practices, as well as supporting those who wish to develop in this area

# Person Specification

|  |  |
| --- | --- |
| **Background** | * Black, Asian and Mixed Heritage Men and Women who are PFA Members * This is a positive action scheme aimed at addressing under-represented groups in football coaching. Applications will only be accepted from individuals who identify as being from those backgrounds |
| **Experience** | **Essential**   * PFA Member * Professional playing experience in men’s or women’s football * No previous experience of full-time coaching in a Premier League or English Football League Club   **Desirable**   * First Team playing experience * Experience of coaching a team or group of players on a regular basis |
| **Qualifications** | **Essential**   * UEFA B Licence   **Requirement prior to commencing role**   * Current FA Safeguarding Certificate * Enhanced DBS Clearance * Emergency Aid Certificate   **Desirable**   * UEFA A Licence |
| **Person**  **Specification** | Candidates with high potential to be world-class football coaches and visible role modelsCandidates should be able to demonstrate high-level interpersonal skills, where they can communicate effectively and appropriately with a wide range of individuals and groups of peopleCandidates should be able to demonstrate the resilience required to be able to succeed in high-performance football environmentsCandidates should be able to demonstrate a high motivation to become a football coach in English Professional Football and to help other footballers and teams to successfully develop and performThe Scheme is interested in candidates who have an aspiration to work at any age group (Foundation Phase, Youth Development Phase, Professional Development Phase and/or First Team) The role will primarily entail assisting in the development of individual players throughout the academy programme. Some of the key responsibilities will be:   * Supporting with the development and delivery of sessions in line with the Academy’s playing and coaching philosophies, ensuring they are phase specific, and cater for individual needs * Participating in coaching and observation across all phases and across all departments (Sports Science, Education, Analysis, Psychology etc). * Assisting the planning, preparation, organisation and delivery of the coaching and development programme for all players * Collaborating with the multi-disciplinary team (MDT) to aid player development (psychology, sports science, analysis) * Assisting with player review meetings |

# How to Apply

The Professional Player to Coach Scheme placement opportunity welcomes applications from coaches who are Black, Asian and Mixed Heritage men or women and are PFA members. Reasonable adjustments will be made for any applicant with a disability and these should be requested directly to Asif Rasheed, Academy Administrator, [arasheed@priestfield.com](mailto:arasheed@priestfield.com)

Gillingham FC, the Premier League, the EFL and the PFA 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 candidate description and person specification, set out above.

To apply, please submit an application following these guidelines. Applications can be typed, recorded or written (example: video or audio).

*Gillingham FC will only consider applications from men or women who are from Black, Asian, Mixed Heritage backgrounds and are PFA members.*

1. Please confirm that you match each of the criteria for the application using the Gillingham FC application form, a brief application letter which should include an explanation of why you would like to join this initiative and what you want to achieve, and your CV
2. Please ensure you have two referees included in your application form, at least one of which must be a coach developer and/or coach who will be able to comment on your football coaching potential. These will be followed up by the club. If you have written references please include them, but they will also be followed up by the club.
3. Include answers to the following questions: (300 words max per question)

i.What appeals to you about becoming a full-time coach? Please provide evidence to demonstrate your desire to be a full-time coach

ii. Please provide an example of how you have been required to adapt your style of coaching/communication to connect with different audiences.

If you would like to be contacted regarding other development opportunities, please let us know in your application.

# Deadline for Applications

Please submit your application by Friday 16th June 2023, interviews will be held on 29th June.

Please email your application and any queries to [arasheed@priestfield.com](mailto:arasheed@priestfield.com)

Please email if you require any assistance in applying. We would support applications in other formats (for example by video or audio) if required.

By submitting your application, you are agreeing to Gillingham FC and the Premier League processing your personal details for the purpose of administering and evaluating the Scheme in accordance with Gillingham FC and the Premier League’s privacy notices[[1]](#footnote-2).

please complete and return attached equality monitoring form to [nfarrell@priestfield.com](mailto:nfarrell@priestfield.com)

1. <https://www.premierleague.com/privacy-policy>

   2 [Privacy Policy - Gillingham (gillinghamfootballclub.com)](https://www.gillinghamfootballclub.com/website-privacy-policy/) [↑](#footnote-ref-2)