

# Job Description

## Post Title

Academy Physical Performance Coach

## Department/Location

Huddersfield Town AFC Academy, the Millers Oils High Performance Complex

## Reports To

Academy Manager

Lead Academy Physical Performance Coach

## Purpose of the Role

Predominantly, but not exclusively, working with the U19 age group, the post holder will be responsible for designing and delivering the athletic development strategies for the group as a whole and for designing specific programmes to suit the needs of each individual player.

## Functional Links

### Internal:

Academy Manager  
Strategic Advisor – HTAFC Academy  
Sporting Director  
Football Administration Manager  
Performance Services Team  
Coaching Team  
Staff and Managers throughout the Club and Foundation

### External:

Other Clubs' Performance Services Staff  
Premier League and English Football League  
Football Association (FA)  
League Managers Association (LMA)  
Professional Footballers' Association (PFA)

## Key Performance Indicators

- Demonstrable improvement in players' strength & power markers.
- Demonstrable improvements in GPS markers on the pitch (increase in maximum speed, increase in ability to hit high-speed metres in matches).

## Role Specific Responsibilities (predominantly but not exclusively with the U19s)

The post holder will:

- Lead in the delivery of physical development sessions both in the gym and on the pitch with the Professional Development Phase squads.
- Attend and support Academy fixtures, both home and away, as required.
- Manage players' workload using GPS data.
- Assist in managing GPS and testing databases and reporting systems.



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- Assist in delivering all Academy testing and screening strategies.
- Assist in delivering the Academy performance nutrition strategy.
- Manage gym areas in conjunction with other Physical Performance staff members to ensure an appropriate and safe working environment.
- Assist in the daily education of physical performance.
- Ensure all sessions and targets are recorded correctly using SAP, enabling individual programmes to be monitored, discussed in End of Cycle Meetings, and developed as necessary.
- Contribute to all IDP meetings for U19 players.
- Lead in the physical assessment of all U16 and U17 trialist players that enter the Club.
- Assist in writing and continually updating the department's standard operating procedures.
- Assist in delivering physical development sessions to the FDP and YDP age groups.
- Execute additional tasks as required in order to meet the Club and Academy's changing priorities.

This job description is not intended to be exhaustive and the post holder is required to undertake any other duties as may reasonably be required by the Academy Manager, and/or any other Senior Manager/Director within the Club.

### **Behaviour/Conduct**

The post holder is required to:

- Be proactive with workload and interventions.
- Seek to continually develop their skills and knowledge.
- Adopt an organised and structured approach to fulfilling the duties and responsibilities of the role.
- Communicate appropriately at all levels.
- Be flexible to fit the development and growth of the organisation.
- Be flexible in hours of work.
- Be trustworthy and adhere to the Club's Code of Conduct and Ethics.
- Adhere to protocol and respect confidentiality in all matters, also protecting any data relating to the area of work in accordance with the Data Protection Act 2018 and the General Data Protection Regulation (GDPR) 2018.
- Consistently demonstrate high standards of behaviour and appearance and encourage the same from others.



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- Demonstrate a commitment to safeguarding and promoting the welfare of children and young people.
- Respect others and behave in an inclusive and non-discriminatory manner, taking account of all protected characteristics, as specified in the Equality Act 2010.

## **Additional Information**

### **Safeguarding:**

Huddersfield Town Association Football Club (HTAFC) Ltd. and the Huddersfield Town Foundation are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment.

We anticipate that the Academy Physical Performance Coach will be involved in supervising and working with children, young people and/or vulnerable adults; therefore, the post holder will require an Enhanced Criminal Records Check (CRC) through the Disclosure and Barring Service (DBS) and clearance for work in football by the FA.

Applicants must disclose all previous convictions including spent convictions in accordance with the associated legislation. The amendments to the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020) provide that when applying for certain jobs and activities, certain convictions and cautions are considered 'protected'. This means that they do not need to be disclosed to employers, and if they are disclosed, employers cannot consider them.

Guidance about whether a conviction or caution should be disclosed can be found on the Ministry of Justice website.

The post holder will also be required to undergo Safeguarding Training, to be agreed with the Head of Safeguarding.

### **Equality, Diversity, and Inclusion:**

Huddersfield Town AFC and the Huddersfield Town Foundation are diverse environments in which we respect all characteristics under the Equality Act 2010; we want everyone to feel valued and included within the Club and Foundation and to be able to achieve their full potential.

We have a zero-tolerance approach to any form of discrimination, and we are committed to the redress of any inequalities by taking positive action where appropriate. All employees are required to support and uphold this zero-tolerance approach and contribute to our 'Terriers Together' Equality, Diversity, and Inclusion Strategy.

The post holder will be required to sign and return a copy of this document to the Human Resources Manager on accepting an offer of employment.



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Accepted by:

Name (Printed) .....

Name (Signed) .....

Date .....

**This Job Description was prepared in September 2023.**

**The proposed review of this Job Description is July 2024.**



# Person Specification

## Post Title

Academy Physical Performance Coach



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Area of Expertise	Essential	Desirable
<b>Experience</b>	<ul style="list-style-type: none"> <li>Proven experience in a sports performance environment.</li> <li>Experience of providing strength and conditioning support to youth athletes.</li> <li>Experience of working within a multi-disciplinary team.</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge and experience of the EPPP framework.</li> <li>Experience of Academy football.</li> </ul>
<b>Qualifications and Professional Accreditation</b>	<ul style="list-style-type: none"> <li>Undergraduate degree (or equivalent) in Sports Science, or other relevant discipline.</li> <li>EFAiF or equivalent first aid qualification.</li> <li>Live Child Protection/ Safeguarding certificate.</li> </ul>	<ul style="list-style-type: none"> <li>Postgraduate qualification in Sports Science, or other relevant discipline.</li> <li>BASES accreditation.</li> <li>UKSCA accreditation or equivalent.</li> </ul>
<b>Specific Skills and Knowledge</b>	<ul style="list-style-type: none"> <li>Excellent communication and interpersonal skills evidenced through positive and productive relationships with all stakeholders.</li> <li>Genuine desire to work with youth athletes to improve performance.</li> <li>Creative approach to problem solving.</li> <li>Able to positively influence others.</li> <li>Well-organised and able to manage own workload and multiple priorities.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of using GPS systems for training load monitoring.</li> <li>Excellent IT skills, including the ability to manage data and produce reports.</li> </ul>



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Area of Expertise	Essential	Desirable
<b>Additional Requirements</b>	<ul style="list-style-type: none"><li>• Passionate about making a difference through sport.</li><li>• Committed to professional and personal development.</li><li>• Suitable to work in an environment in which there will be contact with children and young/vulnerable adults.</li><li>• Committed to equality and diversity initiatives, and inclusive practice.</li></ul>	<ul style="list-style-type: none"><li>• Flexible approach to work, to meet the needs of the business.</li><li>• Full UK driving licence and access to own transport.</li></ul>

