



Grimsby Town Football Club

Performance Analyst - Men's First Team - Job Description

We don't just work for Grimsby Town Football Club – we *are* Grimsby Town Football Club. It's a remarkable story that began in 1878 and has continued uninterrupted ever since.

There is nothing bigger and nothing more powerful in uniting so many people – through purpose, passion and pride – than a football club. It's people's identity. It's their family; their heritage. It's where they belong. This is something that cannot be undone. The bond, ties and loyalty are forever. And by being here, we are part of the story.

This is no ordinary job. This is an extraordinary opportunity. We are more than staff, players, managers, coaches, analysts, physios, stewards and volunteers. We are friends, supporters, promoters, entertainers, role models and, in some cases, idols and legends. But we cannot be any of these things without each other.

None of us is bigger than all of us. Every day, we strive for better. We are a football club, but we're at the heart of something much bigger. A club formed from its community now has the power to define its community. We are today's authors of this black and white story.

This moment has been 144 years in the making. And the next chapter is in our hands. Together, we can achieve greater things. And to achieve greater things we need a great team, and this is where you come in.

Job Title	Performance Analyst - Men's First Team
Line Manager	Head Coach - Men's First Team
Contract	Permanent
Salary	£23,625
Holiday entitlement	28 days includes Public and Bank Holidays (pro rata in relation to hours)
Key internal relationships	Head Coach - Men's First Team, Head of Player Recruitment, Assistant Head Coach, Goalkeeper Coach, Lead Physical Performance Coach
Purpose of the job	
Reporting to the Head Coach - Men's First Team, you will lead and oversee the provision of performance analysis support that provides actionable insights to support decision making and player development.	

Main Roles & Responsibilities

- Lead the Men's First Team analysis requirements, including: pre-match, live and post-match analysis and statistics, including set-pieces aligned to the Game Plan.
- Present detailed and informed analysis of forthcoming opposition according to the Head Coach's and coaching staff's requirements on a game-by-game basis through video and reports.
- Attend all first team matches (home and away) to provide live feedback to the coaching staff
- Contribute to the development of a Game Model and provide performance data reports for CEO/Board upon request.
- Live code first team matches to provide detailed feedback during and after the games.
- Assist in producing detailed pre-match reports in preparation to help implement a game-plan, in line with the club's playing philosophy.
- Present detailed and informed analysis of all Men's First Team matches and provide a detailed output sheet based on our game model.
- Working in collaboration the Head Coach and coaching staff to continually provide innovative & actionable insights and play a key role in the creation, implementation, tracking and review of individual player development plans (IDPs).
- Lead the capturing and management of training footage in order to provide feedback to the Head Coach, coaching staff and players.
- KPI's will be set and aligned to the roles and responsibilities with periodic monitoring and feedback with line manager.
- Present and translate performance data to Academy Staff (Director/Head of Coaching/Analysts) on a quarterly basis.
- Perform additional duties as required to meet the needs of the department.

Knowledge & Experience

To be able to deliver this role, the skills and experiences we are looking for are:

Essential

- Experience of working within an elite sports team environment
- Strong game understanding, specifically relating to the technical and tactical analysis of teams and individuals.
- Experience contributing to an MDT in football, with excellent communication and interpersonal skills to effectively convey messages to staff and players.
- Proficient in the use of Mac iOS and/or Windows operating systems and software including; Keynote, Numbers, iBooks, Microsoft Office (Excel, Powerpoint, Word).
- Proficient in the use of performance analysis software ie: Hudl Sportscodex and Studio, Wyscout, Impact and In-Play demonstrating output that enhances team and player analysis.
- A degree in a sport related course.
- Experience of video capture and coding, both live and pre/post-match.
- Experience of video editing, organisation and archiving of data/video.
- Experience of data collection, analysis & visualisation.
- Experience of using a camera, to produce high quality footage.
- Experience setting up Hudl replay to the bench on matchdays.

Desirable

- Hold Football Coaching Qualifications.
- MSc in Performance Analysis.
- Experience working in a professional first team environment.
- Proficient in Tableau, PowerBI etc.
- Effective time management & organisational skills, and ability to adhere to deadlines.
- Excellent communication skills, with the ability to present information clearly (verbally & visually).
- A commitment to continuing professional development.
- A flexible approach to work as this role requires weekend and evening work.

B Corporation

Grimsby Town Football Club is currently working towards B Corp Certification. B Corp Certification is a designation that a business is meeting high standards of verified performance, accountability, and transparency on factors from employee benefits and charitable giving to supply chain practices and input materials. To achieve certification, a company must:

- Demonstrate high social and environmental performance by achieving a B Impact Assessment score of 80.
- Make a legal commitment by changing their corporate governance structure to be accountable to all stakeholders, not just shareholders, and achieve benefit corporation status.
- Exhibit transparency by allowing information about their performance measured against B Lab's standards to be publicly available on their B Corp profile on B Lab's website.

B Corp Certification is holistic, not exclusively focused on a single social or environmental issue. And the process to achieve and maintain certification is rigorous and requires engaging teams and departments across the whole organisation. All employees are expected to commit to the journey of achieving B Corporation Status.

Safeguarding Statement

Grimsby Town Football Club is committed to safeguarding the welfare of children and young people and expects all staff and Volunteers to endorse this commitment.

Equality, Diversity and Inclusion

Grimsby Town Football Club's commitment to Equality, Diversity and Inclusion is to confront and eliminate discrimination whether by reason of age, gender, gender reassignment, sexual orientation, marital status or civil partnership race, nationality, ethnicity (race), religion or belief, ability or disability, pregnancy or maternity and to encourage equal opportunities (Protected Characteristics, Equality Act 2010).

Employees of Grimsby Town Football Club must ensure a positive commitment towards equality, diversity and inclusion 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.