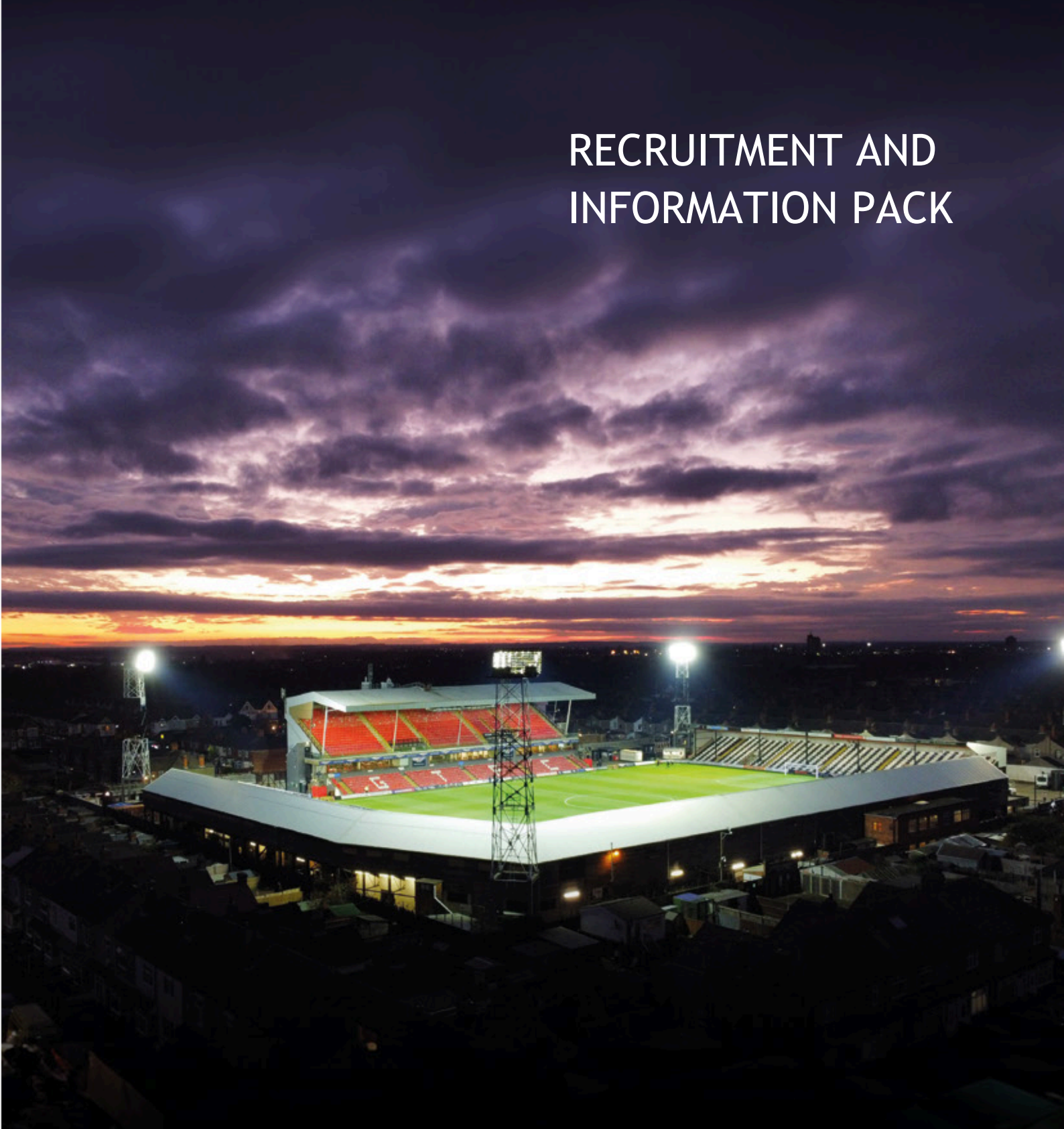


RECRUITMENT AND INFORMATION PACK



**Youth Development
Phase Coach
Job Advert**



ABOUT US

Grimsby Town Football Club is an English football club based in the seaside town of Cleethorpes, North East Lincolnshire.

Founded in 1878 as Grimsby Pelham, the Club was renamed Grimsby Town a year later and went on to become Lincolnshire's leading football club, spending many years in the top two divisions and twice reaching the semi-final of the FA Cup.

The Club is owned by 1878 Partners Ltd, and since their takeover in 2021, they have made it their mission for there to be a real tangible connection between fans and the Club.

Along with a long-established Men's First Team who play in the EFL Sky Bet League Two, the Club also has an academy known for developing talent, a Women's First Team who compete in Division One North and the Grimsby Town Foundation, which last year delivered a charitable spend of over £4m.

The next chapter of Grimsby Town Football Club is in our hands. Together, we can achieve greater things. And to achieve greater things we need a great team.



WHO WE ARE

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 146 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 PURPOSE

The purpose of the role is to coach and manage a Youth Development Phase age group, ensuring the delivery of training, player development, and game participation in line with the Academy's philosophy and policies. This includes planning sessions, conducting assessments, liaising with parents, maintaining records, and contributing to the Academy's overall development goals.





MAIN ROLES & RESPONSIBILITIES

- To liaise with the Youth Development Phase Lead and Head of Academy Coaching on all matters relating to the age group.
- To work in line with the Academy Philosophy, upholding the Academies 'aims, vision and values' at all times.
- To work within and uphold all the Academies policies, procedures, codes of conduct, guidance documentation and best practice guidelines, including; Safeguarding, Health & Safety, Equality, Inclusion and Diversity and Codes of Conduct.
- To deliver the age specific Academy coaching syllabus to the age group as per the Academy timetable.
- To complete weekly session plans and individual player reviews and assessments and upload to Kitman Labs in accordance with the designated coaching syllabus.
- To coach and manage a Youth Development Phase age group in the scheduled Academy games programme.
- To complete all administrative requirements for the respective age group, inputting all data on Kitman Labs in a timely manner.
- To attend and play an active role in regular staff meetings, for both the phase and whole Academy, reporting on Youth Development Phase, age group issues, including: player performance, progression and development.
- To maintain appropriate levels of individual CPD as outlined within the Youth Development Rules and as required to retain FA Licensed coach status.
- To liaise with the Youth Development Phase age group players' parents/carers with regards to player development and progress at the Academy.
- Ensure awareness and implementation of best practice policies and guidelines.
- To show clear evidence of planning and evaluating age group training sessions and player development.
- To ensure that all relevant Kitman Labs administration is kept up to date for the age group, including; session planning, evaluations, attendance registers and match assessments (this list is not exhaustive).
- Provide players within the age group Individual Learning Plans (ILP's).
- Ensure age group, player assessments & evaluations are up to date and complete on Kitman Labs, including player feedback.
- To develop and maintain positive relationships with grassroots teams, managers, coaches and other such officials.
- Provide players with clear, concise and appropriate match day objectives for every age group game.
- To provide weekly reports on matches and individual performance and progress within the age group.
- To contribute to an Academy best practice session plan library.
- Provide player objectives, ensuring they are available and visible before every session and match.
- To ensure 6 weekly reviews, half and yearly assessments are compiled and delivered in a timely and appropriate manner prior to player and parent meetings.
- To ensure match day objectives are completed and visible for all age group players for all age group games. To ensure all age group players play a minimum of 50% of the games programme.
- To be prepared to do any other duties, as required to further the development of the Club and Academy as and when required.

This is not intended to be exhaustive, there will be other responsibilities and deliverables that you will get involved in to successfully perform in your role and to evolve with the changing needs of the Club.





KNOWLEDGE & EXPERIENCE

To be able to deliver this role, there are skills and experiences we are looking for. We'd want you as a minimum to have:

- Strong Leadership and Management Skills
- Excellent Communication Skills
- Experience working with the Kitman Labs System
- A working knowledge and understanding of professional football
- Experience in talent identification and recruitment of players
- An understanding of Sports Science and medicine
- Competence in all MS Office packages with experience of recording and reporting information
- Experience in talent identification and recruitment of players
- Experience of dealing with minors and an excellent understanding of Child Protection and Safeguarding procedures including the relevant clearances for individuals
- An understanding of the EFL Youth Development rules and regulations
- Previous experience of management within an Elite Sports Environment
- A comprehensive understanding of the Elite Player Performance Plan (EPPP)
- Full clean driving license

Qualifications required / to be worked towards

- UEFA B License
- FA Youth Award
- FA Safeguarding Certification
- Emergency First Aid in Football (EFAiF)
- FA Advanced Youth Award (Desirable)

As we work with young people you will also be subject to a DBS check and have due regard for safeguarding and child protection policies, including the welfare of children and young people.

CLUB VISIONS & VALUES

All employees and workers are expected to operate within and always demonstrate a commitment to the Club's values:

- Proud to be GTFC: it is a privilege to wear the badge and we do it with pride
- Trust in Town: we rely and depend on each other to do our best
- Stand up for the Mariners: we show courage and positivity in the face of new challenges
- One of Our Own: we treat each other like family
- Always Improving: we raise the standards in everything we do





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 employees, workers, students 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, workers, students and volunteers at 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.





OUR BENEFITS

Contract Type: Casual Worker Agreement

£13.50 per hour

28 days annual leave inclusive of bank/
public holidays

Hours: Variable but will include weekend
work (Sundays)

Inclusive and welcoming environment -
equality, diversity, and inclusion priorities
are embedded throughout the Club

Support for health and wellbeing, including
access to Mental Health First Aiders

Discounted Grimsby Town Football League
fixture tickets

10% discount in the Grimsby Town Football
Club shop

Interested? For further information and
application information via EFL iRecruit,
please visit gtfc.co.uk/category/vacancies

1. The deadline for all applications is
midnight on Tuesday 8 April 2025
2. Interviews to be held week
commencing 14 April 2025

Please note we reserve the right to close the
vacancy earlier than scheduled if a sufficient
number of applications are received.

We are unable to accept CV's for this vacancy
and all applications must be submitted through
the EFL iRecruit website.

Grimsby Town is an equal opportunities
employer and aims to ensure all applicants
are treated fairly and equitably regardless of
gender, race, colour, ethnicity, age, disability,
social economic background, religious or
political beliefs, marital status, maternity or
paternity or sexual orientation.



North East Lincolnshire is a great place to live and bring up a family. There are a number of beautiful locations in and around the area of Grimsby and Cleethorpes which are ideal places to live, and our house prices are among some of the most affordable in the country. We are also on the doorstep of the Lincolnshire Wolds - an area of outstanding natural beauty.

Grimsby is at the centre of one of the biggest renewable energy booms in the whole of Europe, resulting in a growth of retail, hospitality and leisure facilities across North East Lincolnshire. Cleethorpes is blessed with one of the longest and naturally beautiful beaches and the town has great events that attract visitors from all over the country, including carnivals, air displays, street markets and other cultural events.

The location also has great transport links with two train stations, an international airport less than 20 miles away, and being less than an hour away from Hull, Lincoln and Doncaster.

North East Lincolnshire is a truly wonderful place to live and work.



Blundell Park
Cleethorpes
DN35 7PY