



Job Description

Job Title : Head of Children's Academy
Reporting to : Head of Academy, Paul Di Giacomo

The position of Head of Children's Academy is responsible for developing players U8 – U12 to the standards set by the Club Board of Directors and in accordance with the Academy's philosophy, ethos and values and technical plan to achieve the defined objectives and outcomes

Main Responsibilities and Activities

Reporting in the first instance to the Head of Academy, you will be responsible for overseeing the Player Development Programme U8 – U12 in the Youth Academy. Your main duties and responsibilities will include:

- Lead, develop, appraise and mentor the Youth Academy coaching team U8 - U12 to deliver the technical plan and agree CPD plans and actions as appropriate
- Ensure that the coaching team complies with the administration and upkeep of Academy systems at the agreed frequency and times to meet the needs of the Academy
- To have team meetings with your Academy coaches at least once a month to discuss an agreed agenda, to record any actions and discuss with senior coaching team
- Lead on the setting of goals & objectives with players & parents and subsequent quarterly review assessments including formal sessions with players and parents
- Contribute to the discussions for retention or release of players
- Plan and prepare ahead, the drills and learning outcomes for each session(s) to achieve the learning objectives set for the player for each session, training block and game
- To work within an SFA Performance School programme as and when necessary

You will also work with the Head Coach of each Academy Team by assisting to:

- Plan and prepare ahead the approach, tactics and learning outcomes for each match day game, lead the squad on match day and thereafter subsequently review and appraise achievement with player(s) (individually and collectively), coaches and record.

- Fully utilise the techniques of video Performance Analysis in the development of individual players and team game plans pre/post-match day to achieve learning objectives including doing own performance analysis of individuals and squads in training and/or games as necessary
- Lead & deliver coaching sessions for an Academy age group in line with the Technical Plan and drill/session plan in sports session planner.

As an Academy Staff member, you will:

- Contribute to the ongoing review and continuous improvement of the Academy objectives, curriculum and technical plan based on assessment of achievement of objectives via training and match play. This includes the sourcing and proposal for inclusion in an online library of appropriate video examples of drills, techniques etc.
- Lead by example to staff and players the Academy's Vision and Philosophy for the development of players
- Work closely with the Talent ID & Recruitment department by facilitating the evaluation of prospects within the agreed evaluation process
- Work closely with the Sports Science & Medicine and Education & Welfare Department to ensure that a players technical and physical development and wellbeing are given equal accord in the holistic development of the player
- Assist other coaches/coaching teams as necessary within other age groups and/or squads where required including the Development/Transition squad
- Participate in the Academy's Staff Performance Appraisal system including noting the ongoing needs of your CPD
- Adhere and comply at all times with the obligations dictated by Club Academy Scotland.
- Adhere to the Academy's Code of Conduct for coaches and all other applicable Club policies, including Health & Safety, Child Protection and Social Media, at all times
- Update all Academy systems with the necessary information in accordance with the required timescales
- Ensure the players are aware of what is expected of them at all times

Person Specification:

An SFA Advanced Children's License is **Essential** for the role, along with at least two-years' experience working within a competitive academy environment. You will require a UK driving licence and will be expected to work 40-hours per week to an agreed rota which includes day, evening and weekend working.

Salary and benefits are dependent on experience, on a competitive basis.

We welcome applications of CV with covering letter outlining your experience and skill sent to Academy Administrator, kirstymunro@kilmarnockfc.co.uk over the forthcoming week. Applications will close 5pm, Friday 8th November 2024.

Please note that we may close the advert early if we receive a high volume of applicants.