



Job Description

Job Title: Head of Development / U19's Coach
Reporting to : First Team Manager / Head of Academy
Contract Type: Full-Time

Kilmarnock FC is seeking an ambitious and experienced Head of Development / U19s Coach to lead the club's U19s programme and play a pivotal role in bridging the gap between the Academy and First Team. The successful candidate will work closely with the First Team Manager, Head of Academy, and other key football staff to maximise the potential of the club's emerging talent.

This is a key strategic position within the football department, aimed at ensuring the continued progression of the club's pathway and the development of homegrown players capable of competing at first team level.

Key Responsibilities

- Lead and manage the U19s squad, including planning, delivering, and reviewing all training sessions and match preparation.
- Work closely with the First Team Manager and Academy Director to identify and accelerate the development of players with first-team potential.
- Oversee and implement individual development plans (IDPs) for U19 players, ensuring alignment with the club's playing philosophy and long-term player pathway.
- Collaborate with medical, sports science, and performance analysis teams to support holistic player development.
- Monitor and track player progress, providing regular reports and feedback to relevant staff.
- Contribute to succession planning and talent identification strategies in alignment with the club's football strategy.
- Support First Team coaching staff on men's matchdays where required, contributing to warm-ups, player monitoring, and other technical areas to maintain alignment between development and senior environments.
- Foster a high-performance environment that promotes excellence, professionalism, and personal development.
- Support and, where required, deliver coaching sessions with other Academy age groups to ensure continuity of playing style and culture.
- Attend and contribute to club-wide football meetings, coach CPD events, and strategic planning sessions.

- Ensure all coaching and programme delivery meets Scottish FA performance standards and Club Academy Scotland requirements.

Qualifications & Experience

- Minimum UEFA Elite Youth A Licence or working towards it.
- Candidates holding or working towards the UEFA Pro Licence are highly desirable.
- Proven track record in player development within a professional football environment.
- Experience managing or coaching youth teams at the elite level.
- Excellent understanding of talent pathways, player development cycles, and modern coaching methodology.
- Strong communication skills and the ability to build positive relationships with staff, players, and parents.
- Clear understanding of the club's playing philosophy and ability to implement it across the U19s programme.

Personal Attributes

- Passionate about youth development and creating elite environments for young players.
- High levels of professionalism, integrity, and accountability.
- Proactive and collaborative working style.
- Strong organisational and leadership skills.
- Commitment to personal and professional development.

Additional Information

- Full PVG Disclosure will be required.
- Evening and weekend work will be essential due to match and training schedules.
- Competitive salary commensurate with experience.

How to Apply

Interested candidates should submit a CV and cover letter outlining their suitability for the role to: Gregg McEwan, General Manager: greggmcewan@kilmarnockfc.co.uk

Closing Date: Wednesday 22nd October 2025