

# Coach Inclusion and Diversity Scheme (CIDS) Season 2024/2025



**Job Title:** Assistant Youth Development Phase Coach & Academy Analyst (CIDS)

**Contract Type:** 23-month fixed-term employment

**Salary:** £23,500 - £25,000 per annum

**Hours of work:** 37.5 hours per week

**Reporting to:** Head of Coach Development

**Premier League Coach Development Programme:** The successful candidate will divide their time between their Notts County Football Club employment and their individual development plan which includes enrolment to the Premier League's Coach Development Programme

**Location:** Meadow Lane Stadium and Training Venues

## 1. The Role and Development Opportunity

As Assistant Youth Development Phase Coach & Academy Analyst (CIDS) at Notts County Football Club Academy, you will work within an innovative Academy at a League Two Football Club, to deliver the Academy's Player Development Strategy and assist in shaping the development of players across the Academy pathway. Your main coaching focus will be with the U13 and U14 training and games programme, whilst your analytical exposure and learning opportunity will be to provide appropriate analysis provision across the player development pathway.

### Key Areas to Contribute to and Learning Opportunities

1. Engage fully in the Premier League Coach Development Programme and complete all necessary attributed learning provided by the programme
2. Contribute and provide an engaging and creative approach to the implementation of the Academy's Player Development Strategy and Analysis Provision across the Academy pathway
3. Provide developmentally appropriate learning environments and coaching support to players across the Youth Development Phase
4. There will be key administrative tasks involved within the role, meeting all required criteria of the Elite Player Performance Plan (EPPP)
5. To manage and update the Football Intelligence Platform system and ensure all players' reviews and session and game evaluations are completed
6. Be responsible for conducting player reviews to aid feedback, helping players develop further, whilst ensuring players have ongoing and up to date ILPs
7. To be a key liaison for all Academy families, supporting the Player Care Officer and Head of Education and Safeguarding in our holistic approach to player development
8. To ensure that there is a Multi-Disciplinary Team (MDT) approach to the planning within the Academy
9. To take an active role in the safeguarding of all Academy players

## 2. Background

Professional football must better reflect modern Britain. Notts County Football Club in partnership with the Premier League, are seeking to improve the diversity of football coaches in the professional game to make this area more representative of society and the playing population. As part of our commitment to improving diversity, we are proud to be able to support the Coach Inclusion and Diversity Scheme, Season 2024/2025, by providing a high-quality fixed-term employment opportunity to develop under-represented groups within the



football industry. The scheme is open to coaches who are currently under-represented within English Professional Football – Men coaches from Black, South-Asian and Mixed Heritage backgrounds, and Women coaches from **all** backgrounds. We believe that having greater diversity helps the whole club to perform better both on and off the pitch.

### 3. What is the Coach Inclusion and Diversity Scheme?

CIDS provides a 23-month fixed-term employment opportunity and development programme for the successful candidate. The club will act as the 'base' of employment and the individual will work across a variety of football functions within the Club to broaden their learning experience.

The fixed-term employment opportunity will include coaching and observation across the Academy, and collaboration with multi-disciplinary teams. Successful applicants will enter the Premier League's Coach Development Programme which is accredited by Leeds Beckett University. Upon successful completion of the programme, coaches will receive a Diploma in Professional Football Coaching. The development programme includes mentoring, workshops, peer learning, projects, and need-led access to FA/UEFA coaching qualifications.

### 4. Objectives of the Scheme

- To increase the number of coaches who are from Black, South-Asian and Mixed Heritage backgrounds, including women from **all** backgrounds in full-time coaching positions in English professional football
- To provide coaches on the scheme with a fixed-term employment contract and development opportunities within a Premier League or EFL Clubs
- To substantially improve long-term employment prospects for coaches who complete the scheme
- To provide each of the coaches with their own development programme to ensure that they are appropriately supported to become successful coaches and visible role models
- To assist in diversifying the workforce at Premier League or EFL Clubs, promoting a culture of equality, diversity and inclusion

### 5. Person Specification

<b>Background</b>	<ul style="list-style-type: none"><li>• This is a positive action scheme aimed at addressing some currently under-represented groups within the English professional game. CIDS is a development opportunity for Men coaches from Black, South-Asian and Mixed Heritage backgrounds, and Women coaches from <b>all</b> backgrounds. Applications will only be accepted from individuals from those backgrounds</li></ul>
<b>Experience</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"><li>• Coaches must not have previous experience of holding a full-time coaching role in a Premier League or EFL Club</li><li>• Ability to use technology to present technical, tactical and data analysis in presentation, written and video format</li><li>• Experience of communicating effectively and consistently with various stakeholders and colleagues (<i>in any environment / industry</i>)</li></ul>



	<p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Experience of delivering effective and engaging coaching and player development support to children and young people (<i>e.g. in education, grassroots, community coaching, or part-time development centre or Academy setting</i>)</li> <li>• Experience of coaching a team or group of players on a regular basis at Academy level</li> <li>• Experience of effectively using analytical software and databases (<i>for example Hudl, WyScout, Coach Paint, Veo, Eyeball, Sports Code etc.</i>)</li> <li>• Experience of holistic youth development activities within, or beyond sport</li> </ul>
<b>Qualifications</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• UEFA B Licence</li> <li>• Current FA Safeguarding Certificate (<i>Prior to commencing role</i>)</li> <li>• Enhanced DBS Clearance (<i>Prior to commencing role</i>)</li> <li>• The FA Level 2 Emergency First Aid in Football (EFAiF) Certificate (<i>Prior to commencing role</i>)</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Sports Coaching and/or Performance Analysis undergraduate degree</li> </ul>
<b>Person Specification</b>	<ul style="list-style-type: none"> <li>• Drive to become a football coach and analyst in English professional football and to help individual players, and teams, to successfully develop and perform</li> <li>• Motivated, energised and passionate about working for Notts County Football Club Academy and continuing in the Academy environment for seasons to come</li> <li>• Passion to create developmentally appropriate learning environments for players on and off the pitch</li> <li>• Commitment to fulfilling duty of care for children, young people, and adults in healthy, high performing environment</li> <li>• Exceptional interpersonal skills, and relationship building expertise</li> <li>• Resilience for the everyday rigours of high-performance football environments</li> <li>• High potential to be a world-class football coach and/or analyst and visible role model</li> <li>• Can relate to and represent Notts County Football Club's Academy Core Values</li> <li>• Access to a vehicle and a full UK driving licence</li> </ul>

## 6. How To Apply

Applications are welcome from Men coaches who are from Black, South-Asian and Mixed Heritage backgrounds, and Women coaches from **all** backgrounds. Reasonable adjustments will be made for any applicant with a disability, and these should be requested directly to Sarah Macmillan, HR Manager ([sarah.macmillan@nottscountyfc.co.uk](mailto:sarah.macmillan@nottscountyfc.co.uk)) and Jake Henry, Head of Coach Development ([jake.henry@nottscountyfc.co.uk](mailto:jake.henry@nottscountyfc.co.uk)).

Notts County Football Club and Premier League believe in equal opportunities and all applications will be assessed on merit only. All personal data that the applicant shares on the equality monitoring form will be submitted separately and not form any part of the application process. This information is collected simply to see if our advert is reaching a wide and diverse range of applicants who are applying for this role. The successful candidate will be selected based on merit as measured against the person specification, set out above.

**Please follow these guidelines to apply.**



Notts County Football Club will only consider applications from Men coaches who are from Black, South-Asian and Mixed Heritage backgrounds, including Women coaches from **all** backgrounds.

1. Please complete and submit the NCFE Application for Employment - CIDS form (applications without this form will not be considered)
2. Please demonstrate in your Application for Employment, that you meet each of the criteria (*as above in the Person Specification section*) for the CIDS role & development opportunity:
  - a. Background
  - b. Experience
  - c. Qualifications
  - d. Person Specification
3. In addition, please include answers to the following questions in your Application for Employment.
  - a. Why you are attracted to the CIDS, and your ambitions for this specific role?
  - b. How does CIDS fit into your career plan, and the personal and professional development you have undertaken to prepare yourself for this role?
  - c. How would your unique expertise positively impact upon the club, and the players we support?
  - d. How would you use your analytical skills and experience to support player learning & develop at Notts County?
4. Please submit your CV alongside your Application for Employment

## 7. Deadline For Applications, Privacy & Safeguarding

Please submit your application by **Wednesday 15<sup>th</sup> May 2024**.

Please email your application and any queries to Jake Henry, Head of Coach Development ([jake.henry@nottscountyfc.co.uk](mailto:jake.henry@nottscountyfc.co.uk)).

All interviews will take place on the evenings of Monday 17<sup>th</sup> June 2024 and/or Wednesday 19<sup>th</sup> June 2024 at Meadow Lane Stadium. Interviews to be a two-part process including a presentation to a panel and practical coaching delivery, with guidance provided upon invitation to interview.

By submitting your application, you are agreeing to Notts County Football Club and the Premier League processing your personal details for the purpose of administering and evaluating the Scheme in accordance with Notts County Football Club's and the Premier League's privacy notices<sup>1</sup>.

Notts County Football Club is fully committed to safeguarding children and adults at risk across our Club. As such, we adhere to Safer Recruitment practices and for some roles a satisfactory enhanced disclosure via the Disclosure & Barring Service may be required prior to starting in a role at the Club<sup>2</sup>.

---

<sup>1</sup> <https://www.premierleague.com/privacy-policy> - [https://www.nottscountyfc.co.uk/club/club-policies-and-guidance/#collapse\\_notts\\_county\\_football\\_club\\_safer](https://www.nottscountyfc.co.uk/club/club-policies-and-guidance/#collapse_notts_county_football_club_safer)

<sup>2</sup> <https://www.nottscountyfc.co.uk/club/safeguarding/>