

Professional Player to Coach Scheme (PPCS) Season 2024/2025



Contract Type: 23 – month fixed-term employment

Salary: £26, 000 -27, 500 per annum

Premier League Coach Development Programme: The successful candidate will divide their time between their Peterborough United employment and their individual development plan which includes enrolment to the Premier League’s Coach Development Programme

Hours – Full time 37.5 hours per week, to include home match days, typically Saturday or midweek evening.

Benefits – Workplace pension, free staff parking in a central location, staff events, great work environment, great sporting professional development, good annual leave, staff discounts plus lots more.

Location: Peterborough United Football Club, ID verde Training Ground, Peterborough, PE2 7EA

Application Deadline - Please submit your application **by 5pm Tuesday 14th May 2024.**

1. Background

Professional football must better reflect modern Britain. Peterborough United in partnership with the Premier League, Professional Footballers Association (PFA), and English Football League (EFL) we 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 Professional Player to Coach 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 PFA members who are currently under-represented within English professional football coaching workforce. Men and Women coaches from Black, South-Asian and Mixed Heritage backgrounds. We believe that having greater diversity helps the whole club to perform better both on and off the pitch.

We are very proud of the pathway and development opportunities we have for young players at Peterborough United, The future for our academy programme is very exciting both on and off the pitch. In season 2021/2022 the club successfully achieved moving from a Category 3 status to a [Category 2](#) academy status.

This opportunity will allow the successful candidate to work across a wide range of areas within our Academy, helping not only our Academy to continue to grow and produce players for our first team but also provide an excellent learning environment for the candidate to develop. Please see the Role Profile for full details of the role.

*This role has a genuine occupational requirement for men and women applicants to come from Black, South-Asian and Mixed Heritage backgrounds and to meet the Premier League Professional Player to Coach Scheme. The scheme and role will play an important part in the strategic direction of improving the diversity of football coaches in the professional game.

2. What is the Professional Player to Coach Scheme?

PPCS 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.

3. Objectives of the Scheme

- To increase the number of former professional players from Black, South-Asian and Mixed Heritage 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 and EFL clubs, promoting a culture of equality, diversity and inclusion

4. Person Specification

Background	<ul style="list-style-type: none"> This is a positive action scheme aimed at addressing some currently under-represented groups within the English professional football coaching workforce. PPCS is open to PFA members who are Men and Women from Black, South-Asian and Mixed Heritage backgrounds. Applications will only be accepted from individuals from these backgrounds
Experience	<p>Essential</p> <ul style="list-style-type: none"> PFA member Coaches must not have previous experience of holding a full-time coaching role in a Premier League or EFL Club <p>Desirable</p> <ul style="list-style-type: none"> 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>) Experience of coaching a team or group of players on a regular basis Experience of holistic youth development activities within, or beyond sport
Qualifications	<p>Essential</p> <ul style="list-style-type: none"> UEFA B Licence Current FA Safeguarding Certificate (<i>Prior to commencing role</i>) Enhanced DBS Clearance (<i>Prior to commencing role</i>) Emergency First Aid Certificate (<i>Prior to commencing role</i>) <p>Desirable</p> <ul style="list-style-type: none"> UEFA A Licence
Person Specification	<ul style="list-style-type: none"> Drive to become a football coach in English professional football and to help individual players, and teams, to successfully develop and perform Passion to create developmentally appropriate learning environments for players Commitment to fulfilling duty of care for children, young people, and adults in healthy, high performing environment Exceptional interpersonal skills, and relationship building expertise. Resilience for the everyday rigours of high-performance football environments High potential to be a world-class football coach and visible role model.

5. How To Apply

Applications are welcome from PFA members who are Men and Women coaches from Black, South-Asian and Mixed Heritage backgrounds. Reasonable adjustments will be made for applicants with a disability, and these should be requested directly to Dan Robinson, dan.robinson@theposh.com and so we can accommodate your preferences.

All personal data that the applicant shares on the equality monitoring form will be submitted separately and not form any part of the application or selection 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 qualifications and experience as measured against the person specification, set out above. Please also see the full Job Description provided.

Please follow these guidelines to apply.

Peterborough United will only consider applications from PFA members who are coaches from Black, South-Asian and Mixed Heritage backgrounds.

1. Please demonstrate in your covering letter of no more than one page, that you meet each of the criteria for the PPCS.
 - a. Background
 - b. Experience
 - c. Qualifications
 - d. Person Specification

2. In addition, please include answers to the following questions in your covering letter.
 - a. Why you are attracted to the PPCS, and your ambitions for this specific role?
 - b. How does PPCS 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. Why does a role at Peterborough United interest / excite you?

Please submit the attached Peterborough United Application form alongside your cover letter.

6. Deadline For Applications

Please submit your application **by 5pm Tuesday 14th May 2024.**

Please email your application to Dan Robinson, Academy Manager dan.robinson@theposh.com

Multi-stage assessment activities will take place across from w/c 13th May 2024.

By submitting your application, you are agreeing to Peterborough United and the Premier League processing your personal details for the purpose of administering and evaluating the Scheme in accordance with Peterborough United and the Premier League's privacy notices¹.

Equality, Diversity and Inclusion at PUFC

At Peterborough United Football Club, Equality, Diversity & Inclusion is championed in all areas of the Club. PUFC promotes equal opportunities in employment and we positively welcome applications from all candidates regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We are committed to promoting employment opportunities that celebrate diversity and inclusion.

We are committed to attracting, recruiting and retaining the most talented candidates and the club intends to ensure that everyone who wishes to engage with the club, whether as matchday fans, staff, players, volunteers, participants, has a real and equal opportunity to do so.

Safeguarding at PUFC

Peterborough United is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. Satisfactory reference and enhanced DBS check (if required) are required for successful applicants. Peterborough United are required to conduct online searches as part of their shortlisting process in accordance with Keeping Children Safe in Education guidance. In particular, we expect all to:

- To have the ability to safeguard and promote the welfare of children, young people and vulnerable adults
- Appreciate the significance of safeguarding and interpret this accurately for all individuals' children, young people and vulnerable adults whatever their circumstances
- To have a good understanding of the safeguarding agenda and can demonstrate an ability to contribute towards a safe environment
- The ability to converse at ease with members of the public and provide information accurately

¹ <https://www.premierleague.com/privacy-policy>

7. Role Profile

<p>Inclusive Approach:</p> <ul style="list-style-type: none"> ▪ Welcomed as part of the whole club. ▪ Strong history of inclusivity. 	<p>The candidate will be included as part of the multi-disciplinary coaching team. They will be made to feel welcome and part of the Club. The Academy has a history of employing staff based on their capability to do the role with no prejudice. The Academy has employed BAME staff in various roles over the years from age group coaches to the Head of Academy Medical.</p>
<p>Coaching Opportunities:</p> <ul style="list-style-type: none"> ▪ Part of Multi-Disciplinary team (MDT). ▪ Work with all age groups within the Academy. ▪ Fully supported through the Academy CPD programme + a presenting opportunity ▪ Daily training at the Idverde Training Ground – PUFC Training facility ▪ Coaching opportunity with PUFC Ladies 	<p>The candidate will work across all age groups from Pre-Academy u7/8 and the Foundation Phase, through the Youth Development Phase and into the Professional Development Phase. They will also get the opportunity to work alongside the first team coaching staff.</p> <p>The coach will also be invited and encouraged to attend all the Academy CPD events and at a point in the season present to the coaches a topic of their choice (development of presentation skills).</p> <p>The candidate will be involved in delivery on the grass at our training facility, during their period of time in each age group/phase and will be given the chance to lead teams and take responsibility for matches.</p> <p>The candidate will also be encouraged to experience coaching the PUFC Ladies Team to further broaden their coaching experience of working within the Women’s game.</p>
<p>Other Opportunities:</p> <ul style="list-style-type: none"> ▪ Technical Board experience. ▪ Working with various club departments: Inc. Analysis, Recruitment, Medical, Chairman, Commercial, Club Secretary, Financial Officer 	<p>The candidate will be included in a Technical Board Meeting each season to gain first hand experience of the decision-making process at a professional football club and they will also be encouraged to present in the Technical Board Meeting on their various roles within the club to the senior club staff.</p> <p>The candidate will be encouraged to attend multi-disciplinary meetings between departments including all coaches meetings and various support team meetings such as the Operations team, Player Care team (Including EDI, Safeguarding & Health & Safety team, Sports Science team, Medical team, Recruitment team, and the Analysis team meetings. These opportunities will broaden the candidates knowledge and understanding of the ‘whole team’ approach to developing players and winning football matches.</p> <p>The candidate will also be welcomed into the inner workings of the club with understanding the importance of the sponsors how those relationships are built and developed plus the importance of the supporters and season-ticketing, the Head of Football Operations and her position and daily work across the first team and club and the Club CEO – and her role managing the club funds and the importance of planning and projecting re. maintaining the clubs sustainability.</p>
<p>Support / Mentorship:</p> <ul style="list-style-type: none"> ▪ Coach Mentor provided. ▪ Development Action Plan (DAP) Set. ▪ Coach Competency Framework Plan. ▪ Leadership Mentor Provided. 	<p>The candidate will be provided with a Coach Mentor and a Leadership Mentor. The Coach Mentor will be the Head of Coaching – and the Leadership Mentor will be the Academy Manager . Both these support people will be on hand to the candidate to provide support in a variety of forms.</p> <p>HoC Support – A full Development Action Plan (DAP) and Coach Competency</p>

<ul style="list-style-type: none"> ▪ Informal and Formal meetings with AM. ▪ Opportunity to seek an External Mentor. (utilizing close relationships with The FA international staff). ▪ Access, understanding and education by Head of Education/Player are/Welfare. 	<p>Framework Plan, regular session observations, video support of sessions and matches, audio support of sessions and matches, reflection sessions post trainings and matches individually and as part of the MDT.</p> <p>Leadership Support – A mentor programme to fit the needs of the candidate based on an initial meeting on the areas the candidate requires assistance (led by the candidate) the Academy Manager will draw on learnings and experience from being in position for 8 years and from the Elite Academy Managers (EAM) Course learnings and mentoring schemes. Weekly informal ‘catch ups’ and twice-yearly formal meetings linked to staff appraisals and KPI target setting will take place.</p> <p>The candidate will also be encouraged to seek an external mentor/sounding board. With our strong connections with The FAYCD</p> <p>Our Head of Education – will also provide the candidate with understanding and support in the important areas of his role and what processes and protocols are in place to support our staff and players from a welfare and education point of view. The Candidate will alongside HoE be able to attend the Scholars BTEC/SEP academic lessons in conjunction with our inhouse tutors.</p>
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<p>Qualifications and External Development:</p> <ul style="list-style-type: none"> ▪ Fully supported to further qualifications. ▪ External Development Opportunities encouraged. ▪ Support from Head of Coaching and FA-Youth Coach Developer (FAYCD) ▪ Medical qualifications provided. ▪ Safeguarding qualifications provided. 	<p>The candidate will be given full support to further their qualifications and external learning opportunities. Through our Head of Coaching –working with our FAYCD – the candidate will be guided onto the best suited next step qualification whether that be the Advanced Youth Award or the A-License etc.</p> <p>The candidate will also be encouraged to explore external development opportunities including other club visits (Cat 1-4), other sport visits, overseas experiences (tours, tournaments, club CPD visits). The candidate will also if not already in place/up to date be put through their EFAIF L2 (Emergency first Aid in Football) qualification and supported through this process.</p>
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