

Ottawa Futuro Soccer Academy



Job Description

Head of Coaching / Player Development

January 2024

FUTURO

HEAD OF COACHING / PLAYER DEVELOPMENT



ROLE

As head of coach /player development there are three key areas:

1. Individual Investment (lighting the fire)
2. Detailed and Specific Feedback (Zooming in)
3. Role Modelling

All coaches / players are given the opportunity to present their individual investment in a way that works for them — some respond well to technical challenges, competitions and ‘testing’ whereas others prefer month to month projects.

The role requires the coach to individualize how best to encourage coaches / players to invest in their development away from their training sessions.

A player hand over document will be presented detailing a history of individual investment for every player in the 2006-2015 age groups at the club.

The player development lead works across all age groups. The high performing players are supported through extra training, projects, online training, and 1 to 1 meetings.

The player development lead is to be open to being flexible with training groups. Sometimes there may be up to six or seven players who may not be part of the age group team in a session for a variety of different individual development goals — to thrive, to survive or to struggle with support. The expertise of the player development lead coach is paramount in getting the most out of every touch point opportunity as we can't afford to waste valuable time in a young players development.

In the last 24 months it would be a regular occurrence for teams to be playing against each other with mixed units: 2011b vs U18g, 2009b

vs University of Ottawa Women, 2005b vs 2006b (with two 2003b and two 2003g playing), 2003b vs 2004b (with a 2003g playing). This mixed age and gender approach to player development provides players with a diverse set of experiences to be supported in.

The Player Development Lead is to identify those that want and/or need more guidance or challenges and find ways to support those needs. Players may prefer weekly phone calls, emails or zoom calls to support their developmental needs.

In previous years around 20-25 players (between 10-18 years old) have had a full time support service beyond the normal support offered to players relating to extra feedback, extra training, extra games, individual investment and role modelling. These players and information about the players will be detailed in the player handover document. The 20-25 players make up a further 10-20 hours a week of work during the daytime and often provide high level content for many others at the club.

In many ways, the player's development needs are the syllabus for the job description and identifying what players need and how you can best support them are fundamental parts of the job description. The player development lead44

Communication Tools Regularly Used:

- VEO
- Teamsnap
- Email
- Zoom
- Google Docs (shared note making - player/coach)
- Dropbox



HEAD OF COACHING / PLAYER DEVELOPMENT



ROLE PROFILE

ROLE REPORTS DIRECTLY TO TECHNICAL DIRECTOR

ROLE PURPOSE: Develop UEFA Champions League Standard Coaches and Players

MAIN PURPOSE:

To be responsible for the continued development, education and upskilling of all coaches and players in accordance with the Coach Competency Framework (CCF) and Core Skills Model (CSM)

SPECIFIC RESPONSIBILITIES:

Oversee, monitor and update the CCF to ensure a highly effective development programme is applied for all Academy coaching staff.

Ensure the Academy Coaching Curriculum is consistently delivered in line with the Academy Performance Plan (APP).

Maintain a clear and updated Training Needs Analysis (TNA) of each individual coach and player's current and required level of performance.

Ensure each player and coach has a personalized Development Action Plan (DAP), which is tailored to meet their needs and that the player / coach embraces the document.

Design and deliver development interventions based on the APP and common aspects identified in the player / coaches' DAPs.

Develop an effective player / coach evaluation process, including written and/or video feedback with the best available technology, e.g. VEO.

HEALTH AND SAFETY:

Your core Health and Safety responsibilities are as follows:

Lead by example being diligent and observant at all times.

Ensure safety & risk are considered within all projects alongside the Head of Academy Education & Welfare.

Ensure a safe and respectable learning environment for all coaches and players to maximize their holistic development.

Construct and deliver quarterly appraisals to coaches, including SMART targets.

Provide 1:1 coaching in order to develop the individual coach's skills.

Provide small group coaching to players and specific training groups based upon technical, cognitive, physical or positional needs.

Design and create a year round futsal training/games program.

Stay up to date with the latest developments on coaching science, including from the International Sport Coaching Journal, and how the relevant findings can be applied into Academy Coaching Curriculum.

Provide cover at Academy coaching sessions and matches for absent coaches.

Be an integral part of the Academy Management Team (AMT) to ensure all relevant coaching requirements are met including planning, design and implementation of the coaching syllabus throughout the phases.

Multi-disciplinary communication between staff, players, and parents to ensure optimal well-being and development of all coaches and players.

Maintain honesty and integrity at all times when working when working with coaches and players at the Club.

QUALIFICATIONS:

Essentials

UEFA A Licence or Equivalent
Masters Degree In Sports Science
Post Graduate Diploma in Elite Coaching Development
UEFA B License in Futsal
The FA Advanced Youth Award
Valid Safeguarding Children Certificate
Hold an enhanced DBS check
Police Record Check
Driving Licence
Mental Health First Aider
Emergency First Aid



HEAD OF COACHING / PLAYER DEVELOPMENT

ROLE PROFILE



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PERSON SPECIFICATION

Lead by example being diligent and observant at all times.

Extensive experience of coaching and/or coach development in an elite environment.

Committed, enthusiastic and passionate about the development of coaches across all three development phases.

Dedicated to the successful completion of the EHOOC Development Programme.

Possess an understanding of a range of teaching and learning styles to optimise the development of coaching staff.

Ability to work as part of a team as well as using one's own initiative in developing coaching staff.

Excellent interpersonal skills and able to communicate effectively with fellow staff members, players and parents at all levels.

Strong IT skills with the ability to use e-mail, Microsoft Office, and video technology to a high standard.

Dedicated to self-development to ensure knowledge in relation to all aspects of coaching and coach development is up-to-date and forward thinking.

Able to adapt to the demands of the job and needs of the coaches and players.

Willing to follow and promote the philosophy of the Club.

Be an ambassador for Futuro Soccer Academy, presenting the Club in a positive image at all times.

EQUALITY STATEMENT

The employee must at all time carry out their duties with due regard to Futuro Soccer Academy policies and procedures.

The employee must ensure a positive commitment towards equality and diversity by treating others fairly and not committing any form of direct or indirect discrimination, victimization or harassment of any description and to promote

positive working relationships between all internal and external stakeholders.

The employee must contribute to encouraging equality and respecting diversity by embedding such values in the workplace and challenging inappropriate behaviour and processes.

