



Job Title	Senior Academy Physical Development Coach
Hours of Work:	37.5 hours per week
Department	Academy Performance
Location:	Throp Arch, Wetherby
Responsible to	Head of Academy Physical Development
DBS:	Yes (Enhanced)
Contract Type:	Employee - Permanent
Closing Date:	20 th June 2025
How to apply:	Complete the online application form using this link: https://forms.office.com/e/zG4xsLZrWa

Role Summary

The Senior Academy Physical Development Coach is responsible for leading the delivery of the Academy Physical Development Program to ensure a first-class player experience for players across the academy pathway with specific responsibility for players assigned to the U21 squad.

Role Responsibilities

- Deliver the academy physical development programme for players in the Under 21 squad
- Work closely with the Academy Physiotherapy Department on rehabilitation, injury prevention and load management.
- Work collaboratively to ensure the implementation of each player's individual development plan within the PDP with direct responsibility for the planning and delivery of players assigned to the U21 squad.
- Deliver physical development programs to the Under 21 squad
- Will be required to accompany the Under 21 team on match days
- Complete all training and game physical monitoring and evaluations for the Under 21 squad
- Objectively measure Under 21 players physical development through the delivery of a systematic programme of data collection, interpretation and analysis across key physical performance indicators



	<ul style="list-style-type: none">• Deliver physical testing and screening to meet EPPP requirements GPS data, anthropometrics, physical testing, medical screening• Support recruitment activity by delivering a programme of physical testing for trialist players• Utilise the PL Intelligence Platform, or similar software and ensure that all necessary physical development data is recorded and maintained• Work closely with the Education department to on the planning and implementation of the performance lifestyle programme.• Liaise with staff from other departments on the development of each player as part of the 6-12 weekly interdisciplinary review process• Contribute to the Academy internal CPD programme and engage in all external CPD as required by your role and your professional licence maintenance
Operational Responsibilities	<ul style="list-style-type: none">• Working autonomously to an agreed level and in the best interests of the Academy• Forging positive relationships with internal and external stakeholders to benefit the Academy• Being visible to all internal and external stakeholders and supporting key staff when liaising with parents at critical moments• Championing all Club and Academy policy through ensuring best practice in areas such as safeguarding, health and safety and equality, diversity and inclusion throughout the coaching department• Living the values of the Club and championing our culture to help deliver the Academy performance plan and ultimately the vision of the Academy and the Club
Personal Development	<ul style="list-style-type: none">• Championing innovative and emerging best practice through accessing internal and external sources of expertise to help contribute to ongoing personal development and the overall Academy programme• Engaging in the Academy staff development programme and attending all CPD events• Participating in all external CPD to ensure compliance with PL, EFL and NGB standards



Other Responsibilities

To take responsibilities for personal performance and the development of personal skills to ensure the required skills, knowledge and competence to fulfil the role.

Perform duties with due regard to Club policies and procedures and legislative requirements at all times;

To act as an ambassador for equity and inclusion, openly championing the Clubs commitment and action plan. To recognise and appropriately challenge incidents of racism, bullying, harassment, sexual harassment or victimisation and any form of abuse of equal opportunities, ensuring compliance with relevant policies and procedures

Ensure implementation of the Club's health & safety, safeguarding, welfare and equality policies to create a safe working environment for all;

Undertake continuous professional development (CPD) training and/or additional training as identified or as required.

Ensure working practices are compliant with relevant legislation and data protection legislation and/or general data protection regulations (GDPR) requirements;

Essential Qualifications

- Undergraduate level education in Strength and Conditioning or Sport Science
- FA Safeguarding children certificate
- DBS check with children's barred list check
- UK Driving License

Desirable Qualifications

- Postgraduate level education in Strength and Conditioning or Sport Science
- BASES Accreditation (or working towards accreditation)
- UKSCA Accreditation (or working towards accreditation)

Essential Experience

- A minimum of 2 years experience coaching youth athletes



- Experience of working in a multi-disciplinary team to support player development

Desirable Experience

- Experience of working in a football Academy

Required Knowledge

- Understands the current Academy system and professional football culture and landscape
- Possesses an applied knowledge of EPPP standards and working practices
- Understands how a long-term, holistic development programme is structured
- Understands the function of each facet in a multi-disciplinary team in an Academy
- Possesses a demonstrable knowledge of health and safety policy and best practice
- Possesses a demonstrable knowledge of safeguarding policy and best practice
- Possesses a strong awareness of equality, diversity and inclusion

Required Technical Skills

- Creates positive learning environments
- Plans and delivers challenging, age-appropriate activities
- Identifies and responds to the needs of the players by adapting their coaching practice accordingly
- Uses accurate and age-appropriate physical content
- Communicates using a variety of methods and using an age-appropriate vocabulary
- Able to justify and reflect on their coaching practice and beliefs
- Builds positive relationships with the players, staff and all stakeholders
- Demonstrates outstanding listening, verbal and written communication skills
- Competent with modern technologies that support the performance of their duties
- Competent user of the performance management application (PMA)



Required Behavioral Attributes

- Inspires others and is a positive role model
- Is personable and able to connect and build relationships with others easily
- Demands high standards and has an attention to detail
- Shares the vision and values of the Academy and is motivated to achieve its objectives
- Aligns with the Academy playing and coaching philosophy
- Takes a long-term view of player development and align with the Academy approach to winning
- Possesses a passion for talent development and are motivated to work with young players
- Able to work in a high-profile environment with regular media coverage and public interest
- Is responsible and acts in the best interests of the Academy
- Is open minded, innovative and willing to explore new ideas/concepts
- Enjoys facing challenges and have the resilience and resourcefulness to see complex tasks through
- Is proactive and able to identify and mitigate risks
- Is a collaborator and relishes the opportunity to work alongside others to overcome challenges and achieve goals
- Willing to share their knowledge and experience as part of a community of practice
- Able to work with players, staff and other stakeholders of varying ages, experience, backgrounds and cultures
- Committed to personal development and continuous improvement
- Possesses a strong work ethic and are motivated to be the best they can be
- Able to promote the positive image of the Academy and the Club

This Job Description may be changed and amended from time to time at the discretion of the Club.



Club Statements

General Statement

All employees and workers of the Club must at all times carry out their responsibilities with due regards to all policies and procedures and in particular health and safety, confidentiality and data protection.

Safeguarding Statement

Leeds United is committed to safeguarding the welfare of children and adults at risk and require all employees to share this commitment and promote the welfare of these groups.

Applicants will be asked about any previous convictions, cautions, reprimands, including those that are considered 'spent' as defined by the Rehabilitation Offenders Act 1974 (Exceptions) Order 1975 (Amended 2013). Appointment to this role is subject to a satisfactory DBS Check (with children's barred list check) and references.

www.leedsunited.com/en/club/safeguarding

Equality, Diversity & Inclusion Statement

Leeds United is committed to creating an inclusive and diverse environment and is proud to be an equal opportunity employer. Applicants will receive consideration for employment without regard to age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation. The club does not tolerate any form of direct or indirect discrimination, victimisation or harassment. Your behaviour must align to the principles of equality as outlined in the Clubs equality policy which can be found at

www.leedsunited.com/en/equality-and-diversity

Health & Safety Statement

The Club is committed to effective management of the Health and Safety risks to all employees, visitors, supporters, and any others associated with the Club. As part of this commitment all staff are expected to conduct your business in a proactive way that prevents injury and ill health to those who may be affected by your activities.

All staff are expected to undertake regular Health & Safety related training and to ensure the environments in which they work remain safe at all times, with the mindset that Health & Safety is everybody's responsibility.