



About The Organisation

The Professional Footballers Association (PFA) is the union for all current and former footballers and scholars in the Premier League, the Women's Super League and English Football Leagues.

We are committed to helping each member understand their purpose both as a professional player and a person. We provide the information, advice and support you need to help maximise the opportunities that come with playing professional football.

We're the only football organisation that solely prioritises players' needs. We offer a variety of educational, financial and wellbeing support services.

Throughout our history, the PFA has been instrumental in supporting the women's game, decreasing mental health stigma across the sport, leading the fight against discriminatory abuse of players and pushing for research into the links between neurodegenerative conditions and playing football.

We proudly amplify the players' voice to ensure their views are represented to the game's stakeholders and governing bodies.

We also protect and enhance their rights and working conditions by holding stakeholders and governing bodies to account.

Our team is passionate about helping footballers navigate personal or professional challenges, and we use our own experiences to relate to players and help prepare them for the future.

We are here to protect and support players, for football and for life.

HEAD OF COACHING

PURPOSE AND SCOPE

- Position Type: Full time
- Location: The PFA has offices in Manchester and London and we are flexible in terms of where your 'home' office will be. This is a hybrid role and so regular attendance in the office (for team meetings, specific projects etc) will be required alongside remote/home working. The role will require regular travel to clubs.
- Salary: Competitive remuneration package plus generous benefits

The PFA are currently looking for a Head of Coaching to lead the PFA's Coaching Department, maximising both their potential and that of the players they work with.

KEY RESPONSIBILITIES

- Ensure PFA Coaching is world leading via staff CPD opportunities at major tournaments (both male and female).
- Disseminating this knowledge to PFA members across the professional game in the form of advanced technical presentations and written reports.
- Constantly developing new ideas to improve the working practices of the PFA Coaching Department across a number of fields (IT, analysis, high performance, education).
- Delivery on the UEFA C, B and A Licence courses as required.
- Maintain a strong relationship with the senior management team at the PFA.
- Represent the PFA Coaching Department at key meetings, both internally and externally.
- Represent the PFA on the Integrated Coaching Strategy.
- Maintain strong working relationships with our key football partners, including the FA, WSL, Premier League, EFL, LMA, PGMOL, Integrated Coaching Strategy and League Football Education.
- Develop and maintain strong relationships with both UEFA and FIFA around knowledge exchange.
- Lead our ongoing discussions with key football data providers to ensure we maintain our cutting-edge stance within the professional game.
- Match the demands of the professional game in this country with our PFA Coaching strategy to successfully service the needs of the PFA members.
- Ensure delivery of all courses and interactions with PFA members is of the highest standard through effective use of Internal Verification (IV), External Verification (EV) and quality assurance procedures.
- Continue to develop the unique PFA Coaching culture of technical excellence, integrity and inquisitive football minds through meetings, attending high performance events and leading football tournaments.
- Work closely with the FA to constantly improve and amend the range of football coaching qualifications available in this country.
- Manage and review all departmental staff across the country.
- Conduct annual staff appraisals to check against previously agreed KPI's.
- Hold regular national PFA Coaching meetings to share ideas and cascade information.
- An annual review and reflection on all UEFA courses delivered to ensure they are fit for purpose.
- Ensure all PFA regional coach developers both develop and maintain strong working relationships with staff at their range of clubs.
- Ongoing collaboration with other PFA departments to ensure a more integrated approach.

SKILLS AND REQUIREMENTS

Essential Skills

- Embrace a growth mindset and have a desire to continually improve your personal knowledge of the game in order to drive the department forward.
- Proven leadership experience in managing and developing a large team (currently 14) of regional coach developers based across the country and office based PFA Coaching support staff.
- Ability to influence and champion change.
- Excellent interpersonal skills to negotiate and liaise with other football stakeholders (FA, PL, WSL, EFL, LMA, PGMOL and individual clubs across the men's and women's game).
- Understand the women's professional game, it's growth and potential for future expansion.

- Excellent communication skills with the ability to build meaningful relationships internally and with club staff and players.
- Strong presentation skills: both developing and delivering inspirational messages to a range of audiences.
- Strong understanding of the coach development system in this country, and how it integrates with systems throughout UEFA and beyond.
- Enhanced written skills are imperative across a range of areas, both internal to the PFA and beyond. This should include technical content at both UEFA C and UEFA B Licence level.
- A strong coach education background and the appropriate skills to teach aspiring coaches.
- Demonstrates ongoing energy to inspire, ignite and engage an audience across a range of topics.
- Ability to develop and manage financial budgets.
- Understanding of why unions exist and how the PFA works in the best interests of the player.
- Able to cope with pressurised situations and tight timeframes whilst maintaining a professional approach.
- Experience of developing strategies and generating buy-in from the workforce.
- An understanding of the power of staff ownership and how it might function when the workforce is regionally based.
- Approachable and low-ego personality.
- High level of integrity and confidentiality.

Essential Requirements

- Hold a current UEFA A or Pro Licence.
- Must be an active coaching practitioner and capable of delivering coach development sessions from UEFA C through to UEFA A Licence level.
- Valid FA Emergency Aid and FA Safeguarding awards.
- Current English FA-approved tutor status at UEFA C, B and A Licence level.
- Clean full UK Driving Licence.
- Enhanced DBS check.
- Knowledge and working experience of the English professional game.

Desirable

- Additional spoken language skills

How To Apply

To apply, please email an up-to-date CV and Covering Letter (which expresses your motivation for the role and highlights your relevant experience) to: recruitment@thepfa.com

- The closing date for applications is: 5pm, Friday 19 January 2024

The PFA is an equal opportunities employer. Our employment policies for recruitment ensure that no job applicant or employee receives less favourable treatment on the grounds of age, disability, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.