



## **Talent Hub Coach & Academy Cell Lead (9's-11's) or Academy Recruitment Co-Ordinator (9's – 14's) | Job Advert**

As part of York City FC's partnership with Thirsk School and Sixth Form College, the football club is now recruiting for an enthusiastic, proactive individual to deliver part of the programme in the role of Talent Hub Coach.

### **Talent Hub Coach (0.7)**

This full-time role will require the successful candidate to enthuse aspirational football players in a secondary school setting, using football as a vehicle for individual personal development. The person will need to engage with a wide variety of stakeholders to recruit future players for the programme and provide inspirational development opportunities in return. Whilst practical coaching delivery is a fundamental part of the role, engaging with the local community to build and maintain excellent relationships internally with colleagues from both the football club and the school as well as externally across the wider football network will be crucial. Becoming a key member of the 'Thirsk team' may also involve mentoring and pastoral skills, supporting students within the school setting and working with the wider staff team.

This role is offered as (0.7) with the remaining (0.3) to be allocated to one of the following two roles:

- Academy Cell Lead (9's – 11's)
- Academy Recruitment Co-Ordinator (7's – 14's)

### **Academy Cell Lead (9's – 11's) (0.3)**

For the 2025/26 season the club are taking the proactive step of adding 'Cell Leads' to our academy staffing structure to oversee multiple age groups of our academy teams. Developing a best-in-class environment for our young people to feel safe and develop their skills is key to our Academy mission, with cell leads central to that mission. Cell leads will support the individual development of players according to their Individual Development Plans. Cell leads will also work in collaboration with our part-time coaching staff to make sure sessions are delivered according to 'How We Coach' and our 'Age/Phase Priorities'. Developing working relationships with parents/guardians will be key to the role so that they can have a regular and open dialogue about their child's development.

### **Academy Recruitment Co-Ordinator (7's – 14's) (0.3)**

For the 2025/26 season the club are taking the proactive step of introducing an Academy Recruitment Co-Ordinator (7's – 14's). The person will be responsible for recruiting a team of voluntary scouts and takes responsibility for the identification and recruitment of talented young footballers from York and North Yorkshire to enter

#### **York City FC**

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**Phone:** 01904 624447

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in to the Academy programme. The development of a network of key local grassroots football clubs, private academies and schools will be central to the success of the role holder.

**Closing date: Wednesday 25<sup>th</sup> July, 5.00pm**

**Interview date: w/c 7<sup>th</sup> July**

**Interview format:**

- Practical coaching session
- Interview inclusive of a presentation
  - Session topic and presentation task to be sent as part of invite to interview

**How to apply:**

Please send your CV and covering letter, outlining how you meet the person specification, which of the 0.3 roles you are wanting to combine with the Talent Hub Coach role and why you want to be part of what we do to [enquiries@yorkcityfootballclub.co.uk](mailto:enquiries@yorkcityfootballclub.co.uk).

**Further discussion:**

Please contact Dan Wilson – York City FC Head of Youth at [dan.wilson@yorkcityfootballclub.co.uk](mailto:dan.wilson@yorkcityfootballclub.co.uk)

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## **Talent Hub Coach & Academy Cell Lead (9's-11's) or Academy Recruitment Co-Ordinator (9's – 14's) | Job Description**

### **Role:**

Talent Hub Coach (0.7) & Academy Cell Lead (9's – 11's)(0.3) or Head Of Academy Recruitment (7's – 14's) (0.3)

### **Hours:**

37 hours per week

### **Responsible to:**

York City FC Head of Youth

### **Responsible for:**

- Thirsk School and Sixth Form Talent Hub players
- PT 9's – 11's Academy Coaches (if Academy Cell Lead)
- Volunteer Talent ID staff (if Academy Recruitment Co-Ordinator)

### **Main Purpose of Role (0.7):**

- To contribute to York City's coaching provision in Thirsk School and Sixth Form Talent Hub (years 7 & 8), creating a positive learning environment for players to holistically develop all aspects of the game.
- Embed within the school to gain a deep understanding of the environment and culture.
- Deliver football coaching within the Sixth Form at Thirsk School.
- Deliver classroom/practical sessions based on a range of careers in football
- Engage with key partners across schools, grassroots clubs, and the community as well as running open trial dates to recruit players for the programme.
- Work with York City FC staff and players to support the Academy Foundation Phase programme.

### **Duties and Responsibilities**

The post holder will be expected to:

- Deliver high quality training and match experiences in line with York City FC's culture and philosophy.
- Write and deliver individual development plans with players.
- Organise and deliver high quality trial experiences for prospective Talent Hub players.
- Facilitate and support Talent Hub students with alternative careers in sport e.g. refereeing, coaching, sports science etc.
- Effectively collaborate with:
  - York City FC Head of Youth

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- York City FC Academy Coaches
- Thirsk School and Sixth Form Senior Leadership Team
- Thirsk School and Sixth Form Head of PE
- Grassroots and community football stakeholders
- Local primary schools

### **Social Conditions**

The post holder will be required to split their time between Thirsk School and Sixth Form and York City FC, holding office/desk space at both sites. However, some off-site working will be necessary to carry out the duties of the post.

### **Economic Conditions**

This is a full-time position with a salary of £27,000 p.a. The post holder is entitled to 20 days of annual leave per year, York City FC staff kit will be provided along with 1 x first team season ticket for personal use.

### **Equality**

York City FC is firmly committed to the provision of equal opportunities and strives to ensure that discrimination does not occur. All employees have a duty to ensure that discrimination does not occur and support the implementation of the club's Equality Policy as appropriate. Any employee who discriminates on any of the grounds outlined in the Equality Policy may be subject to the club's disciplinary procedure.

### **Continuous Professional Development**

The post holder will be given reasonable training as required to carry out the duties of the post. The post holder will be expected to take ownership for their own continuous professional development and undertake relevant professional and vocational training, in line with job needs, throughout the duration of their employment.

### **Safeguarding Children**

York City FC is committed to equality of opportunity and safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment.

This position may from time to time involve contact with children, young people, or vulnerable adults. This may be, for example, on a one-to-one basis, providing support, advice, and guidance etc. Consequently, the post-holder will be obliged to undertake an enhanced DBS check through The FA. In addition, completion of The FA Introduction to First Aid and Safeguarding Children courses is mandatory for the role.

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## Talent Hub Coach & Academy Cell Lead (9's-11's) or Academy Recruitment Co-Ordinator (9's – 14's) | Person Specification

	Essential	Desirable	How Assessed*
<b>Experience</b>			
Coaching aspirational players in a professional environment	✓		A/IV/R
Coaching students/players aged 10 – 16	✓		A/IV/R
Working with players in a professional football club		✓	A/IV/R
Mentoring and developing adult learners		✓	A/IV/R
Working in an education setting	✓		A/IV/R
Coaching in grassroots football		✓	A/IV/R
<b>Qualifications</b>			
UEFA B Licence	✓		A/C
FA Introduction to First Aid	✓		A/C
FA Safeguarding Children	✓		A/C
Talent ID Level 2 (if applying for Recruitment role)		✓	A/C
Talent ID Level 1 (if applying for Recruitment role)	✓		A/C
Undergraduate degree in relevant subject		✓	A/C
Qualified teacher status		✓	A/C
Mini-bus driver licence		✓	A/C
<b>Skills and Knowledge</b>			
Thorough knowledge of the sport and the principles of coaching	✓		A/IV/R/PS
Excellent communication and interpersonal skills	✓		A/IV/R/PS
Outstanding planning and organisational skills	✓		A/IV/R/PS
High level of emotional intelligence	✓		A/IV/R
Ambitious, driven, and proactive	✓		A/IV/R
Strong understanding of grassroots football	✓		A/IV/R/PS
<b>Disposition and Personal Attributes</b>			
Suitability to work with children and/or vulnerable adults	✓		A/IV/R/PS/C
Ability to work under pressure and to demanding timescales/deadlines	✓		A/IV/R
A flexible and positive approach	✓		A/IV/R/PS
A commitment and willingness to undertake relevant professional and vocational training	✓		A/IV/R

### \*Key to how skills are assessed

A = Application

IV = Interview

C = Certificate checked at appointment

P = Presentation

PS = Practical coaching session

R = References

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