



Women's Head Coach | Job Advert

An exciting opportunity has arisen for a dedicated and experienced professional to lead and develop York City Women's FC under the new guidance and structure within the football club. A newly formed company 'York City Women's Football Club' has been developed with the responsibility of managing the club.

The Women's Head Coach will create an environment characterised by '**High Challenge and High Care**', fostering psychological safety, accountability, trust and belonging, recognising the needs, wants and experiences of female athletes whilst delivering sustained competitive success within the FA Women's National League.

Working collaboratively with multidisciplinary staff, the Women's Head Coach will champion an integrated approach to performance, wellbeing and player development, ensuring athletes are supported to perform, develop and thrive both on and off the pitch.

The role will play a critical part in supporting the club's long-term ambition to become a leading women's football organisation in our region and beyond as we progress through the women's football pyramid. The appointed individual will spend time working alongside members of the football club staff to drive the exposure and commercial benefit of women's football forward within the club.

Salary

£30,000 p.a.

Closing Date

Friday 19th June 2026

How to Apply

Please send your CV and covering letter, outlining how you meet the person specification and why you want to be part of what we do to enquiries@yorkcityfootballclub.co.uk

York City FC

LNCR Community Stadium | Kathryn Avenue | York | YO32 9AF

Phone: 01904 624447

E-Mail: enquiries@yorkcityfootballclub.co.uk

Website: www.yorkcityfootballclub.co.uk

Registered in England: 04689338

VAT Registration Number: 809336031



Women's Head Coach | Job Description

Role

Women's Head Coach

Hours

Full-time, initial 12 month contract (to be reviewed early 2027), inclusive of matchdays and club-held events.

- The normal hours of work will be 40 hours per week.
- The successful candidate will also be required to work all home and away matchday fixtures, as well as at club-held events.
- In addition, the successful candidate may be required to work additional hours when authorised to do so by the Club. They will however be given sufficient notice when this is required.

Key Relationships

- Head of Operations
- Head of Football Administration
- Commercial Director
- Media Manager
- Development Officer/Designated Safeguarding Officer
- York City FC Foundation
- York College
- North Riding FA
- The Women's National League
- Our fans

Role Summary and Responsibilities

Leadership and Culture

- Lead and embody the club's values, identity and behavioural standards.
- Create a positive, ambitious and accountable high-performance environment.
- Foster a culture of trust, courage, competitiveness and continuous learning.
- Establish clear expectations and behavioural standards for players and staff.
- Build strong relationships across the club, academy and wider football department.
- Act as a visible leader and ambassador for the women's programme.
- Represent the club professionally with media, league officials and stakeholders.
- Support club promotional and community activities.

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- Build positive relationships across the women's football landscape.

Evidence-Based Leadership

- Ability to integrate contemporary evidence and research into coaching and leadership practice.
- Appreciation of current research relating to women's football, female athlete development, wellbeing and performance environments.
- Commitment to continuous professional learning and reflective practice

Team Performance

- Lead the planning, delivery and review of all Women's First Team training sessions.
- Prepare the team tactically, technically, physically and psychologically for competition.
- Develop and implement game plans aligned to the club's playing identity.
- Lead all matchday operations.
- Conduct opposition analysis and match review processes.
- Drive continuous improvement through reflective practice and evidence-informed coaching.

Squad Planning and Recruitment

- Work closely with the Women's Football Development Manager on our recruitment strategy.
- Contribute to player profiling.
- Contribute to succession planning.
- Assist with player identification and acquisition.
- Support squad succession planning and contract recommendations

Player Development

- Create and maintain IDPs for players.
- Ensure all players receive regular feedback and performance reviews.
- Support the development of leadership qualities within the playing group.
- Develop players capable of progressing to higher levels of the women's game.
- Create opportunities for our PDP players to transition into the Women's First Team environment.

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Athlete Performance and Wellbeing

- Promote an environment where player wellbeing and performance are viewed as interconnected.
- Work collaboratively with our performance wellbeing, medical, sport science to support holistic athlete development.
- Demonstrate an understanding of female athlete health and performance considerations.
- Ensure training and competition environments support sustainable performance and long-term athlete development.
- Recognise and appropriately respond to wellbeing concerns affecting players and staff.
- Foster a culture where athletes feel safe to communicate concerns, provide feedback and seek support.
- Support healthy transitions into and out of football, including education, employment and dual-career considerations where appropriate especially with our PDP players.

Female Pathway Integration

- Work collaboratively with Pathway staff.
- Support alignment of playing style and coaching methodology across our pathway.
- Identify and accelerate high-potential PDP players.
- Promote a clear and visible player pathway.

Social Conditions

The post holder will be primarily based at York City Training Ground or LNER Community Stadium as well as variety of training venues. 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 £30,000 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.

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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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Women's Head Coach | Person Specification

	Essential	Desirable	How Assessed*
<p>Experience: Leadership</p> <ul style="list-style-type: none">• Minimum 3 years' experience leading a senior women's team.• Experience managing and developing multidisciplinary staff.• Experience creating and sustaining high-performance environments.• Able to create alignment around a shared purpose and playing identity.• Consistent in behaviours and standards.	✓		A/IV/R

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<p>Experience: Coaching</p> <ul style="list-style-type: none"> • Significant experience within women's football. • Experience coaching within the FA Women's National League, Women's Championship, U21s Professional Game Academy or equivalent environment. • Proven understanding of the female player pathway. • Evidence of delivering successful team performance. • Experience implementing a clearly defined playing style and philosophy. • Experience designing and leading season-long performance programmes. • Experience developing young players for senior football. • Experience creating positive, player-centred environments that support both wellbeing and performance. • Evidence of developing strong relationships and trust with athletes and staff. • Experience working collaboratively within multidisciplinary support teams. • Experience supporting young athletes through periods of transition, challenge or adversity. 	✓		A/IV/R
<p>Experience: Recruitment</p> <ul style="list-style-type: none"> • Experience contributing to succession planning, squad building and player recruitment. • Working knowledge of position-specific profiling and talent ID aligned to club playing style and philosophy. 	✓		A/IV/R

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<p>Qualifications</p> <ul style="list-style-type: none"> • UEFA B Licence. • FA Safeguarding Children Qualification. • FA Introduction to First Aid in Football. • FA Player Welfare in Open Age Football. • Enhanced DBS clearance. • Full UK Driving Licence. 	✓		A/C
<ul style="list-style-type: none"> • UEFA A Licence (or actively working towards). • Degree in Sport, Coaching, Performance or related discipline. • Postgraduate qualification in a relevant field. • FA Youth Award. • Talent ID, Scouting and or Performance Analysis • FA Safeguarding Adults Course. 		✓	A/C

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<p>Skills and Knowledge</p> <ul style="list-style-type: none"> • Deep understanding of the women's football landscape. • Strong tactical and game management knowledge. • Understanding of contemporary coaching methodologies. • Knowledge of player development and talent identification. • Understanding of sports science, physical preparation and athlete management. • Understanding of safeguarding and player welfare. • Ability to utilise performance data to support decision making. • Understanding of contemporary research relating to women's football and female athlete development. • Understanding of psychological safety and its role within high-performance environments. • Understanding of athlete wellbeing and mental health in elite sport. • Awareness of female athlete health considerations and their implications for training and performance. • Understanding of inclusive leadership practices and their application within women's sport. • Awareness of gender-informed approaches to coaching and leadership. 	✓		A/IV/R/PS
<p>Disposition and Personal Attributes</p> <ul style="list-style-type: none"> • Relationship-focused. • High performance mindset. • Reflective learner. • Collaborative leader. • Self-aware. 	✓		A/IV/R/PS /C

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<ul style="list-style-type: none">• Experience leading organisational change.• Entrepreneurial mindset.• Strong public-facing presence.• Evidence of innovation within coaching practice.• Passion for developing women's football and female athletes.		✓	A/IV/R/PS /C
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***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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