

Exceptional | Edge | Energising

At Lincoln City Football Club, we believe that people make the difference and accordingly, we don't just look for the usual job requirements. As well as being experts in their technical areas, all of our team members demonstrate and work towards a clear set of traits which differentiate us from the norm.

As a University of Lincoln Head Coach you will be required to demonstrate behaviours reflecting the following traits, which we have termed the 3Es: Exceptional, Edge and Energising.

Exceptional

- **Forward thinking**

- You will think ahead and prepare for future tasks and opportunities;
- You will seek and provide new ideas and solutions to overcome challenges.

Edge

- **Streetwise**

- You will work smart and demonstrates the know-how to win;
- You will develop key relationships and networks effectively.

Energising

- **Finds a way**

- You deliver results, within a team;
- You develop and implement strategies to achieve positive outcomes.

JOB TITLE:	WOMEN'S UNIVERSITY OF LINCOLN HEAD COACH
DIRECTORATE:	ACADEMY
REPORTS TO:	TECHNICAL DIRECTOR
RESPONSIBLE FOR:	N/A
LOCATION:	MULTI SITES
HOURS:	6-8 HOURS PER WEEK
MATCHDAY WORKING:	HOME <input type="checkbox"/> AWAY <input type="checkbox"/> BOTH <input type="checkbox"/>
DATE:	ASAP
DBS Check:	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

Job Purpose

To lead in delivering a high-level player development programme that transfers into individual and team performances whilst competing in the Women's BUCS League and Cup competitions. Also this individual will play an essential role in the recruitment and selection of players supporting the two-way transition of players across the women's elite player pathway at Lincoln City. This will involve one evening training session per week (Monday) and games on a Wednesday afternoon and meetings or events over the course of the season in collaboration with the University and Club.

Key Responsibilities

- Session planning, design and delivery to a high standard.
- Selecting and leading the team on a matchday.
- Ensure the individual and team development of players within the squad.
- Aid the transition of young players into the University team and aid pathways into the Lincoln City senior squad.
- Review performance using video analysis and performance data where available.
- Work together with the multi-disciplinary team to enhance player development and team performance.
- Aid the recruitment and selection process of players into the University and identify individuals that can transition over to Lincoln City senior squad.

General Responsibilities

- Carry out duties in accordance with all relevant company policies, including, but not limited to, the Code of Conduct, Equality, Diversity and Inclusion Policy, Health and Safety Policy, Safeguarding Policy and Social Media Policy;
- To safeguard and promote the welfare of all children, young people and adults at risk;

- To be vigilant and support all safety and security operations;
- Act always with utmost good faith to the Club, Foundation and the Company;
- Devote full attention and ability to fulfilment of the duties required by the role;
- Other duties as reasonably requested by a member of the senior management staff;
- To work closely with partnership organisations, to maintain good relationships and collaborative working practices;
- To work with colleagues throughout Lincoln City Football Club & Foundation to extend knowledge and skills in order to identify and develop best practice;
- Deal with enquiries and general day-to-day liaison with customers, colleagues and partners;
- Carry out general office duties including data recording, filing, photocopying, sending and receiving emails;
- Active participation on continuing professional development and the appraisal process;
- To undertake such other duties, training and/or hours of work as may be reasonably required and which are consistent with the general level of responsibility of this job;
- To maintain the quality of service provision, regularly evaluating work and seeking to make improvements;
- Present a professional image when dealing with both internal and external contacts and partners, acting in a professional manner always;
- To cover as and when required at other departments within Lincoln City Football Club & Foundation;
- To recognise commercial opportunities across all products within Lincoln City Football Club & Foundation;
- Promote the brand identity and increase Lincoln City fanbase throughout;
- To support the Lincoln City Football Club green energy saving strategy and meet all requirements including but not exclusive to recycling, waste reduction, energy efficiency; and
- Any other duties commensurate with the grade and falling within the scope of the post, as requested by the Chief Executive.

The above-mentioned duties and responsibilities should be regarded as neither exclusive nor exhaustive as the post holder may be required to undertake other reasonably determined duties and responsibilities, commensurate with the grading of the post, without changing the general character of the post.

Lincoln City Football Club & Foundation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and employees to share this commitment.

Safeguarding

This role involves working with children and/or adults at risk in Regulated Activity (or in close proximity to children and/or adults at risk). This means that the post-holder is required to apply all relevant policies and uphold the Club's commitment to safeguarding vulnerable people.

Key Relationships

- Academy & Women's Technical Director
 - Women's University Team Committee
 - Student President
 - Lincoln City Women's Staff
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Scope of Job

- To deliver a high-level player development programme that transfers into individual and team performances
- To build a strong culture and environment for female players to personally thrive, develop and perform

Person Specification

Job Title: Women's First Team Coach

KNOWLEDGE

The level and breadth of knowledge to do the job, eg. understanding of a defined system, method or procedure, legal or regulatory frameworks etc

Essential

- Knowledge of high level football environments

Desirable

- Knowledge of the women's game at a high level

TECHNICAL/WORK-BASED SKILLS

Skills specific to the job, eg. computer competency, typing skills, coaching skills etc

Essential

- UEFA B Licence (or currently working towards)

Desirable

- UEFA A Licence
- Video Analysis expertise

GENERAL SKILLS AND ATRIBUTES

More general characteristics, eg. flexibility, communication skills, team working etc

Essential

- Good communicator
- Hold high values and ethics as a person
- Able to build good relationships with staff and players
- Be able to work as a member of a team

Desirable

- Computer literate
- Flexible working patterns to support other areas

EXPERIENCE

Proven record of experience in a particular field, profession or specialism

Essential

- Coaching players in the 11v11 game of a high standard
- Competitive matchday experience as a coach

Desirable

- Women's University football experience
- Women's football experience