

Professional Player to Coach Scheme

Season 2023/2024



Contract Type: 23 – month fixed-term employment
Salary: £22,000 per annum

Premier League Coach Development Programme: The successful candidate will divide their time between their Stevenage FC's employment and their individual development plan which includes enrolment to the Premier League's Coach Development Programme.

Key relationships: Stevenage FC, Premier League, The PFA and The EFL

Location: Stevenage FC Academy, Broadhall Way, Stevenage, SG2 8RH

Application timeline:

- Closing date: 16th of June.
- Stage 1 (Formal) Interviews: w/c 3rd of July
- Stage 2 (Practical) Interviews: w/c 10th of July
- Decision Feedback to candidates: w/c 17th of July

1. Background

Professional football must reflect modern Britain. The Premier League, Professional Footballers' Association (PFA) and English Football League (EFL) are seeking to improve the diversity of football coaches in the professional game to make this area more representative. As part of their commitment to improving diversity, they have jointly launched the Professional Player to Coach Scheme (PPCS) to encourage, build and support the transition of under-represented Black, Asian, Mixed Heritage Men and Women who are PFA members into football coaching in the professional game so that football at all levels better represents the wider communities in which it is played, enjoyed and serves.

Stevenage FC Academy holds the Category 3 status, with the adequate resources and facilities akin to this status, but with aspirations to be the best Cat 3 in the country. For this to occur, we are striving to improve our provision in a number of ways, hence joining this scheme for the very first time. We understand the immense value of having an ex-professional football player, recently leaving the first-team environment, share their knowledge and experiences with players, parents and staff, to better understand what it takes for our young players to be successful in their playing careers.

We have a heavy focus on Continued Professional Development with our Coaching Team, who attend internal events each month in order to upskill and fine tune practice with players, whilst the environment is awash with support, headed up by our outstanding Head of Player Care, recognised at a recent EFL event as one of the leaders in this area across the country. We are of the opinion that our environment is a terrific place to practice, be vulnerable and learn every day and are excited about the prospect of bringing in someone with a distinct perspective who can further improve our culture and provision.

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2. What is the Professional Player to Coach Scheme?

The Professional Player to Coach Scheme will provide a 23-month fixed-term employment opportunity and development programme for the successful candidate. The Club will act as the 'base' of employment and the individual will work across a variety of football functions within the Club in order to broaden their learning experience.

Stevenage FC in partnership with the Premier League, PFA and EFL aim to identify a high potential coach so that after the Scheme, they remain highly employable within the professional game. Simultaneously, the Premier League, PFA and EFL want to be able to recognise and support Clubs involved in the Scheme as Inclusion and Diversity role models.

The fixed-term employment opportunity will include coaching and observation across the Academy, including multi-disciplinary teams. Successful applicants will enter the Premier League's Coach Development Programme which is accredited by Leeds Beckett University. Upon successful completion of the programme, coaches will receive a Diploma in Higher Education in Professional Football Coaching. The development programme includes mentoring, workshops, peer learning, projects and FA/UEFA qualifications dependent on need.

3. Objectives of the Scheme

- To increase the number of PFA members who are Black, Asian and Mixed Heritage Men and Women, transitioning into full-time coaching positions in English Professional Football
- To provide selected PFA Members with fixed-term employment and training opportunity within EFL Clubs, which include a range of professional roles within both the Academy and First-Team environment, where possible
- To substantially improve employment prospects for coaches who complete the Scheme
- To provide each of the coaches with their own development programme to ensure they are appropriately trained and supported to become successful coaches and visible role models
- To recognise Clubs who role model excellent Inclusion and Diversity practices, as well as supporting those who wish to develop in this area

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4. Person Specification

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| Background | <ul style="list-style-type: none"> • Black, Asian & Mixed Heritage Men & Women who are PFA Members • This is a positive action scheme aimed at addressing under-represented groups in football coaching. Applications will only be accepted from individuals who identify as being from those backgrounds |
| Experience | <p>Essential</p> <ul style="list-style-type: none"> • PFA Member • Professional playing experience in men's or women's football • No previous experience of full-time coaching in a Premier League or English Football League Club <p>Desirable</p> <ul style="list-style-type: none"> • First Team playing experience • Experience of coaching a team or group of players on a regular basis |
| Qualifications | <p>Essential</p> <ul style="list-style-type: none"> • UEFA B Licence <p>Requirement prior to commencing role</p> <ul style="list-style-type: none"> • Current FA Safeguarding Certificate • Enhanced DBS Clearance • Emergency Aid Certificate <p>Desirable</p> <ul style="list-style-type: none"> • UEFA A Licence |
| Person Specification | <ul style="list-style-type: none"> • Candidates with high potential to be world-class football coaches & visible role models • Candidates should be able to demonstrate high-level interpersonal skills, where they can communicate effectively, appropriately & empathetically with a wide range of individuals & groups of people • Candidates should be able to demonstrate the resilience required to be able to succeed in high-performance football environments • Candidates should be able to demonstrate a high motivation to become a football coach in English Professional Football & to help other footballers & teams to successfully develop & perform • The Scheme is interested in candidates who have an aspiration to work at any age group (Foundation Phase, Youth Development Phase, Professional Development Phase &/or First Team) |
| Role Profile | <ul style="list-style-type: none"> • Candidates should be capable of integrating within the Coaching Team, building positive relationships & contributing to the knowledge & expertise of others • Candidates would be expected to show high levels of enthusiasm & adaptability, understanding the nuance & unpredictable nature of the role • The club is interested in candidates who are committed & hard-working not only in the pursuit of their own personal development, but that of the wider staff team & club as a whole |

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5. How to Apply

The Professional Player to Coach Scheme placement opportunity welcomes applications from coaches who are Black, Asian and Mixed Heritage men or women and are PFA members. Reasonable adjustments will be made for any applicant with a disability and these should be requested directly to Ieuan Lewis ieuanl@stevenagefc.com.

Stevenage FC, the Premier League, the EFL and the PFA believe in equal opportunities and all applications will be assessed on merit only. All personal data that the applicant shares on the equality monitoring form will be submitted separately and not form any part of the application process. This information is collected simply to see if our advert is reaching a wide and diverse range of applicants who are applying for this role. The successful candidate will be selected based on merit as measured against the candidate description and person specification, set out above.

To apply, please submit an application following these guidelines. Applications can be typed, recorded or written (example: video or audio).

Stevenage FC will only consider applications from men or women who are from Black, Asian, Mixed Heritage backgrounds and are PFA members.

1. Please confirm that you match each of the criteria for the application using a brief application letter and CV
2. Include a reference(s) from a coach developer(s) and/or coach(es) describing your football coaching potential. This could be typed, recorded or written
3. Include answers to the following questions (no more than 250 words per answer):
 - i. Please explain why you would like to join this initiative and what you want to achieve.
 - ii. Discuss how you would proactively seek to develop yourself to advance not only yourself but those within the Coaching Team.
 - iii. Describe what excites you about working within this environment in a coaching capacity.

If you would like to be contacted regarding other development opportunities, please let us know in your application.

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6. Deadline for Applications

Please submit your application by 23:59 on Friday the 16th of June 2023.

Please email your application and any queries to Ieuan Lewis ieuanl@stevenagefc.com.

Please email if you require any assistance in applying. We would support applications in other formats (for example by video or audio) if required.

By submitting your application, you are agreeing to Stevenage FC and the Premier League processing your personal details for the purpose of administering and evaluating the Scheme in accordance with Stevenage FC and the Premier League's privacy notices¹.

¹ <https://www.premierleague.com/privacy-policy> <https://www.stevenagefc.com/siteassets/club/policies/202223/data/privacy-policy-2023.pdf>