



JOB DESCRIPTION | WOMEN'S FIRST TEAM

Goalkeeping Coach

FA WOMEN'S CHAMPIONSHIP

Summary

Job Title: 1st Team Goalkeeping Coach

Employer: Lewes FC

Hours & Availability: Full Time Role - Minimum 40 hours/week, 52 weeks/year

Reports to: Head of Performance / Women's 1st Team Manager

Key relationships: 1st Team Manager, Performance Staff, General Manager, CEO

Location: The Dripping Pan, Lewes, Mountfield Road

Goalkeeping Coach Role

- Align closely with the 1st Team Manager and Performance Staff to cultivate a high-performance culture which is inclusive and safe, where athletes & staff thrive and reach their potential
- Support the management of a successful first team
- Collaborate to support the creation of a culture that maximises the talent of each player in all aspects of player development to elevate the quality of team performances.
- Support the leadership of player and team development at all training sessions and matches played by the club
- Collaborate, Support, and Lead on Individual Development of player toward elite professional standards on and off the pitch
- Empathy with young and mature players while being an effective teacher who inspires and refines their ability to develop into the next generation of professional players
- Ensure high standards of coaching are delivered across the first team, and occasionally supporting the development of good practice for the Development Squad players and coaches
- Working with colleagues – including the General Manager, ensure the Club adheres to required standards & guidelines such as:
 - The FA standards for safeguarding
 - The FA Rules and Regulations and Competition Rules
 - Respect guidelines
 - The Football Leadership Diversity Code
- Professional conduct in Media and Sponsorship Activities, positively representing and upholding the values and ethos of Lewes FC
- Uphold excellent internal and external relationships

Desired Outcomes, Roles, and Responsibilities

Outcome 1: Quality coaching and playing style

- Support and collaborate well with 1st Team Manager to collectively deliver a clear and well understood playing style and its principles are clearly understood by all players and adhered to.
- Ensure all coaching is well planned and effective, regularly reviewed, and aligned to LTPD (Long Term Player Development) guidelines.
- The team are motivated, and physically, mentally, technically, and tactically ready to perform on matchdays.

Roles and Responsibilities

Coaching and Analysis

- Develop and communicate a style of playing and coaching that is in line with the Club's ethos, game model, and is successful against other teams
- In conjunction with first team coach(es) and first team staff, plan coaching sessions in line with the Club's playing style and games programme
- Attend and run (or oversee) team training sessions
- Review and evaluate elements of the playing style and coaching plan in the light of results and player availability / performance
- Review and evaluate playing style in the light of developments in football - nationally and internationally
- Provide opportunities to develop playing approach through varied and creative coaching sessions
- Develop individual players to excel consistently in the elite women's professional game
- Support the Analysis of Opposition, Team, Units, and Individuals to support Team Performance and Scouting Targets and Objectives

Match planning

- Undertake opposition analysis, and communicate findings and associated tactical plans to players with the leadership of the first team coaching staff
- Review information from games and use this to support future decisions (e.g., setup, tactics, and selection)
- Support the choosing of the team for matches and effectively communicate decisions to players for high-performance

Matchdays

- Lead pre-match preparation for the players, make and communicate in-match decisions
- Oversee required specific match day duties – e.g., Warmups, Tactical and technical information and feedback given to players

Coach Development

- Support the mentoring and professional development programme of our pathway coaches

Outcome 2: Player Development

- Players are empathised with; the coach is 'in the room' & physically and emotionally available
- The team are psychologically and emotionally ready to perform
- Players are comfortable to be challenged and consider the environment to be safe
- Players from all backgrounds develop as people and performers
- Players are managed well through difficulties such as injury, loss of form, non-selection and other personal and professional challenges that could affect their performance and wellbeing

Roles and Responsibilities

Communication with Players

- In alignment and per leadership of the 1st Team Manager, ensure all players have Individual Learning Objectives
- Work with individual players to help them achieve their Individual Learning Objectives, including supporting and encouraging realistic technical practice
- Feedback to players, including with the use of video clips or other visual tools
- Oversee and deliver player reviews and individual development meetings and training sessions
- Support player engagement in their learning and development, ensuring players:
 - are encouraged to ask questions and seek feedback for improvement and clarity
 - are encouraged to have input to footballing decisions and their own learning process
 - are communicated the 'why' as well as 'what' of decisions
 - know and understand the purpose and 'why' of training sessions
- Invest time and effort in knowing the players and understanding what motivates them
- Provide personal support based on each individual player's needs
- Monitor and manage player behaviours based on club and team values and expectations; set boundaries, reinforce good behaviours and challenge less welcome behaviour
- Work with - and support the work of - colleagues in the MDT to enhance player development
- Support the decisions and actions required on decisions about disciplinary matters / conflict in conjunction with other staff or players

Outcome 3: Effective and Smart Planning and Recruitment

- The First Team has a clear set of aims and objectives which are agreed and understood within the club
- Players are identified, attracted, and recruited to help meet those objectives
- Player development and performance is tracked in line with Performance KPIs
- Budgets are adhered to and managed well to avoid misunderstandings or poor financial management

Roles and Responsibilities

Planning, structure, and goal setting:

- Support the development and communication of a collective vision of success for the team and club

- Support the agreed aims & objectives with senior colleagues (e.g., Sporting Director/CEO/Directors/General Manager) - such as a 3-year plan, and objectives for the current season

Player recruitment and playing staff decisions:

- Through network and connections (e.g., agents and other head coaches), be aware of possible signing opportunities
- Gather and review a broad range of data (e.g., scouting reports) on players and maintain comprehensive and up-to-date player profiles
- Discuss profiles of players with senior staff / decision makers (e.g., Sporting Director, General Manager, CEO, Chair)
- Adhere to club budgets and manage player payment and bonuses effectively
- Take part in reviews of the scouting process and activity
- Contribute to decisions about the loan of players and their return

Personal Characteristics

Self-Development

- Time is dedicated to personal development, and coaching knowledge is up-to-date and forward thinking

Motivation

- Committed to playing a role in the long-term development of women's and girl's football
- Enthusiastic about coaching and mentoring elite young players, senior players, and developing coaches, and seeing them improve
- Is proactive about personal development and developing a positive organisational culture

Interpersonal Skills

- Expresses enthusiasm, confidence, and belief in players' capabilities
- Can outwardly present themselves consistently, irrespective of how they are feeling
- Has great relationship management skills; earns trust by being respectful, supportive, and transparent
- Is approachable and relatable; builds strong and personal relationships with different types of people at all levels of seniority and from all backgrounds
- Shows an interest and genuine care about athlete needs. Treats players as humans by providing personalised support and communication
- Encourages open, two-way communication. Is a good listener
- Is brave and unafraid of potential conflict
- Can communicate difficult decisions with firmness and compassion
- Interacts with various media with clarity and calm

Resilience

- Is emotionally composed; manages arousal level in the moment, and remains confident and positive in the face of challenges (e.g., defeat, criticism from club, media, and fans)
- Stays focused and can adapt approach when the team is not succeeding
- Cultivates players resilience amongst internal and external pressures effectively
- Assesses self fairly; asks self what they can do better and is realistic about what is outside of their control

Problem-Solving and Decision-Making Skills

- Experiments with concepts and ideas; explores new ways of doing things
- Takes the time to think about and reflect on the culture of the football club and first team
- Uses and filters information from a broad range of sources to make effective decisions which can be justified with defensible rationale
- Open to others' ideas; not stubborn in the face of other ideas & evidence
- Asks good questions to understand situations, and can make decisions quickly under pressure

Experience and Knowledge

- Knowledge and experience of the elite women's game, specifically the existence and implications of:
 - competition and league rules, including on transfers and contracts
 - the growth of the women's game
 - player pathways
 - required coaching behaviours in the women's and girl's games
 - technical and tactical differences between men's and women's football
- Previous experiences which have brought strong existing relationships within the Women's pyramid in England and across the United Kingdom
- Experience of coaching and mentoring elite young and senior footballers, which has helped develop deep technical and tactical knowledge, including knowledge of a range of systems of play
- Recruitment / Talent ID experience
- Experience of developing learning environments for athletes
- Other roles which have brought experience of managing and leading groups of people
- Roles which have brought understanding of how children and adults learn and develop (e.g., teaching)
- Knowledge and awareness of diversity and equality challenges in football
- Experience of dealing with media (including social media)

Continuous Development, Qualifications and Membership

Essential

- Regular attendance and engagement with coach development initiatives such as:
 - FA Women's Pro Game: Coaching Excellence Initiative (CEI)
 - Effective Coaching in the Female Game (ECFG) Think Spaces
 - Women's High Performance Centre female game specific modules
- FA Goalkeeping Coach B Licensed
- UEFA Goalkeeping B Licence
- First Aid for Sport (acquired before starting role)
- Safeguarding and Protecting Children (acquired before starting role)
- DBS Clearance (acquired before starting the role)

Desirable

- UEFA B Licence
- Engagement in professional development other than technical football coaching development.
For example:
 - Physical Development of Youth Female Players (growth and maturation, female athlete physiology & menstrual cycle)
 - Player support (e.g., Talented Athlete Lifestyle Support)
 - Coaching & mentoring qualification (e.g., EMCC)