



Barnsley Football Club

Job Description

Job title:	Lead FP Coach
Reports to:	Head of Coaching / Academy Manager
Department:	Academy
Location:	Barnsley FC, Oakwell Stadium, Grove Street, Barnsley. S71 1ET
Date:	November 2025
1. Job Purpose	The Lead Phase Coach for the Foundation Phase (FP) will be responsible for delivering and managing the coaching programme for players aged 9–11. This role ensures the implementation of the Club's coaching and playing philosophies, supports player development and transition, and contributes to the Academy's strategic objectives. The postholder will work collaboratively across departments to meet EPPP requirements and maintain high standards of coaching, welfare, and safeguarding.
2. Specific Tasks and Responsibilities	Coaching Delivery & Curriculum Management • Deliver the Academy's FP coaching curriculum, adapting activities to align with Club philosophies. • Implement the coaching working week, ensuring appropriate coaching hours, intensities, and recovery plans. • Support FP PTE coaches with planning, preparation, and evaluation of coaching and games. • Integrate u16, u18, u21, and first-team strategies into the FP coaching curriculum and Games Programme. • Support early and late developers within squad management. Player Development & Review • Conduct individual reviews using Individual Learning Plans and collaborate with Science and Education departments. • Monitor player progress using performance clock data and periodic reports to identify potential schoolboy contract candidates. • Work within the player competency framework to ensure alignment with Club performance philosophies. Operational & Strategic Planning • Implement policies and practices from the Academy Performance Plan (APP). • Ensure compliance with Football League rules and EPPP requirements, including PMA data uploads and reporting. • Create an annual departmental action plan in collaboration with the Head of Coaching and other Lead Phase Coaches. • Support multi-disciplinary planning and integrate other disciplines into coaching delivery. Club-Wide Responsibilities • Contribute to Academy Management Team and departmental meetings. • Achieve a minimum of 5 hours CPD annually to maintain UEFA A Licence. • Communicate and uphold the Club's safeguarding framework, including inductions, lifestyle management, and exit strategies. • Oversee EPPP activities and ensure accurate data reporting aligned with Category 2 responsibilities. • Communicate and uphold the Club's safeguarding framework. • Participate in CPD activities organised by the Club and other providers.



Barnsley Football Club

Job Description

	• Undertake any other tasks relevant to the whole-club ethos. • This job description is not intended to be exhaustive, and the post holder is also required to undertake any other duties as may reasonably be required, appropriate to the level of the post.
3. Personal Specification	The ideal candidate will: • Demonstrate enthusiasm and commitment to Elite Performance Player Planning and Academy objectives. • Be effective in planning and implementing coaching and administrative activities. • Be dynamic, hardworking, and able to relate to staff and young players. • Be a proactive decision-maker with excellent verbal and written communication skills. • Maintain high standards of work and responsiveness to coaching objectives. • Be receptive to feedback and committed to continuous improvement. • Display professionalism, confidentiality, and transparency. • Possess deep knowledge of the Academy's coaching curriculum and be able to communicate it effectively. • Understand Health & Safety and safeguarding principles in coaching delivery. • Work in line with Club health & safety policies and procedures. • Be committed to safeguarding and promoting the welfare of children and young people. • Respect confidentiality and adhere to data protection regulations. • Ability to work under pressure and adapt to a dynamic football environment. • Adhere to protocol and respect confidentiality in all matters, protecting any data relating to the area of work in accordance with the Data Protection Act 1998 and the General Data Protection Regulation (GDPR) 2018 • Be always respectful of others and behave in a non-discriminatory manner as per the Equality Act 2010
4. Qualifications	Essential: • UEFA A Licence (up to date) • FA Youth Award • FA Advanced Youth Award • Enhanced DBS Certification • Basic First Aid in Sport (BFAS) • FA Licence Club Membership Desirable: • UEFA Pro Licence • Degree in Sport, Sport Science or equivalent
5. Additional Requirements	• Full UK driving licence

The document is a guide only and should not be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and will be amended in the light of the changing needs of the organisation.



Barnsley Football Club

Job Description

Safeguarding

Barnsley Football Club is committed to ensuring the welfare and safeguarding of children and young people, and expects all staff and volunteers of the Club share this commitment. We ensure that the Club meets its commitment to safeguarding by undertaking all necessary pre-employment checks.

The postholder will be expected to undertake Safeguarding Training and pre-employment checks as required to be agreed with the DSO & HR Manager.

Equal Opportunities

Barnsley Football Club is committed to ensuring a diverse and inclusive environment in line with the Equality Act 2010 and welcome applicants from across the community.

Right to work in the UK

Barnsley Football Club ensures that applicants are entitled to work in the UK without approvals and have the appropriate documentation to validate this.