



JOB TITLE: Head of Academy Coaching & Coach Development

REPORTING TO: Academy Manager / Technical Board

RESPONSIBLE FOR: Academy coaches across all phases

LOCATION: Crown Oil Arena, Sandy Lane, Rochdale, OL11 5DR, plus training venues, and home / away fixture locations

HOURS: Full time

REMUNERATION: In line with EFL salary benchmarking data

ROLE DESCRIPTION:

Founded in 1907, Rochdale AFC is an established professional football club, who will compete in EFL League Two for the 2026/27 season, alongside FA Cup, Carabao Cup, and Vertu Trophy knockout competition commitments. We are involved in a broad range of sporting, commercial, and charitable activities, following the acquisition of a controlling stake in the club by The Ogden Family in May 2024.

To strengthen and further develop our youth development staff, we are looking to recruit a Head of Academy Coaching & Coach Development, who ideally will have previous experience in a similar role. The role will be full-time, covering all academy activity, including but not limited to training, fixtures, and off field commitments. The post holder will lead the delivery and development of our Academy Coaching Programme.

The successful candidate will be a UEFA A License holder, as well as a graduate of The FA Advanced Youth Award. Demonstratable experience in a professional academy football environment would be highly advantageous, although those from other backgrounds such as coach education or senior football may still be considered in some circumstances.

PRIMARY DUTIES AND RESPONSIBILITIES:

- o Manage the implementation of and ongoing development of the Academy Coaching Programme, ensuring alignment with club playing and coaching philosophies.
- o Personally deliver to players within the Professional Development Phase each week.
- o Attendance at Professional Development Phase, Youth Development Phase, and Foundation Phase training sessions and matchdays on a systematic basis.
- o Support, mentor, and review coaching staff across all phases, including but not limited to formal observations, one to one feedback sessions, and signposting to appropriate CPD opportunities.
- o Contribute to Individual Learning Plans and Multi-Disciplinary reviews across the phases.





- o Collaborate effectively with staff across all Academy departments (Sports Science & Medical, Recruitment, Education, Player Care, etc) in order to ensure the wider needs of each player are met.
- o Drive a high performance, age specific coaching culture, focused on individual player development.
- o Support any / all Academy audit processes, assisting The EFL, League Football Education, PGAAC, Bernado's, and any other relevant organisations.
- o Support player transition through the phases, and into senior football where relevant. Assist with exit and progression provision for those leaving the club.
- o Sit as a critical member of both the Academy Management Team, and Technical Board, in order to shape the strategic direction of youth development at the club.
- o Show a commitment to undertaking continual professional development in order to maintain an up to date understanding of industry-wide changes.

PERSON SPECIFICATION:

ESSENTIALS

UEFA A Licence.
FA Advanced Youth Award.
Current EFAiF qualification.
In date DBS clearance.
Working knowledge of EPPP.
I.T. literate.
Full driving licence.

'NICE TO HAVE'S'

Premier League EHOC graduate.
Academy football experience across various phases.
Knowledge of PMA platform.
Coach education and / or mentoring experience.
Able to cultivate positive relationships quickly.
Ability to lead and develop a small team.
Based in or around Greater Manchester.

From time to time, the successful applicant may be asked to assist with activities essential to club operations that are not outlined in the above day to day duties. The successful applicant must carry out his/her duties with due regard for Rochdale Association Football Club Limited policies and procedures, and act in the best interest of Rochdale Association Football Club Limited at all times.

The successful applicant must ensure a positive commitment towards equality and diversity by treating others fairly and not committing any form of direct or indirect discrimination, victimisation or harassment of any description and to promote positive working relations. The Rochdale AFC family is wholly committed to safeguarding, and promoting the welfare and safety of young people. We fully expect our Board, employees, and volunteers to demonstrate this commitment at all times. As such, a DBS check will be required in order to undertake this post, and two references will be sought prior to appointment.

Any applications or expressions of interest should be submitted via the EFL iRecruit platform before the application deadline of Friday May 29th 2026 at 5.00pm. Due to the nature of the role early applications are encouraged, and the interview process may commence prior to the date listed above if suitable candidates are identified.

