



Preston North End Football Club  
Springfields Training Ground  
Dodney Drive  
Preston  
PR2 1XR

## Job Specification

### JOB INFORMATION

#### AVAILABLE POSITION

**Lead Senior Professional  
Development Phase U21 Coach**

#### WHO WE ARE

Preston North End Football Club is a professional football club in Preston, Lancashire, whose first team currently play in the English Football League Championship. Preston North End's stadium is situated in the heart of Preston, within the ward of 'Deepdale'. The club operates over five sites to incorporate the first team, the academy, the Preston North End Community and Education Trust (PNECET), the administration team and the stadium. The majority of the sites are in Preston, and one is in Euxton, Chorley. Preston North End FC was officially formed in 1880 and was a founder member of the Football League in 1888. Our aspirations are to achieve promotion and play in the Premier League and we want you to help us get there.

You will be based at the Academy Training Complex, Springfields Training Ground, Dodney Drive, Preston, PR2 1XR, however, the role will require you to travel to various other locations nationwide in line with the needs of the business.

### JOB SUMMARY

#### DEPARTMENT & TEAM

Preston North End FC – Academy Team

#### PAY/REMUNERATION

Competitive, depending on qualifications and experience

#### CLOSING DATE

Thursday 15th January 2026

<b>SHORTLISTING &amp; INVITATIONS SENT FOR INTERVIEW</b>	Friday 16 <sup>th</sup> January 2026
<b>FIRST INTERVIEW (ONLINE)</b>	Wednesday 21 <sup>st</sup> January 2026
<b>SECOND INTERVIEW (PRESENTATION AND A PRACTICAL SESSION) – TASK SPECIFIC</b>	Week Commencing 26 <sup>th</sup> January 2026
<b>LOCATION</b>	You will be based at the Academy Training Complex, Springfields Training Ground, Preston, PR2 1XR. However, the role will also dictate you to work from UCLan Sports Arena, The First Team Training Ground, Deepdale stadium and other various locations nationwide to perform your matchday duties.
<b>WORKING HOURS</b>	Your hours of work will be determined by the needs of the role and shall be a minimum of 37.5 hours per week. You may from time to time be required to work additional hours as is reasonable to meet the requirements of the Club's business. On occasions your role may necessitate longer hours than your contracted number. This will be kept to a minimum, but the hours are dictated by the responsibilities of the role.
<b>WHAT YOU CAN EXPECT IN RETURN</b> <ul style="list-style-type: none"> <li>• Further training and development opportunities.</li> <li>• Complimentary PNE season ticket(s) for each League fixture</li> <li>• Access to staff discounts.</li> <li>• Onsite parking.</li> <li>• Appropriate training for the role.</li> <li>• A club uniform.</li> </ul> <p>You will also benefit from working with an outstanding team of accomplished professionals across a range of diverse, exciting, and varied departments.</p> <p>Find out more by visiting our website: <a href="http://www.pne.com">www.pne.com</a>.</p>	
<b>JOB REFERENCE</b>	PNE - 1233

<b>POSITION IN THE ORGANISATION</b>	
Specify who the job holder reports to	Reporting directly to the Academy Manager but will also liaise with the First

	Team Manager and First Team Coaches on a regular basis.
Specify who reports to the job holder	Under 21's team staff members
Specify who the job holder interacts with while carrying out the role	Academy staff team, academy players, parents and employees across the Club
<b>ROLE AND RESPONSIBILITIES</b>	
<ol style="list-style-type: none"> <li>1. To lead on the design, implementation and delivery of coaching practices (in line with Club and Academy philosophy/principles) with an emphasis on the individual, unit and team. This will primarily be with the U21 players, but it may also relate to all full-time academy players and selected gifted and talented school age players.</li> <li>2. To work closely with the academy manager, first team manager and first team coaching staff with the transition of Academy Players to the club's senior squad in line with the club's policies and procedures.</li> <li>3. Lead the U21 team within the selected games programme.</li> <li>4. Assist the Professional Development Phase Coaches in the U18's and U19's games programme as and when required to do so.</li> <li>5. Work with the recruitment team to identify the best available external talented players.</li> <li>6. Contribute to the multi-disciplinary reviews of all Academy Players in the Professional Development Phase.</li> <li>7. Review and analyse players performance through analysis software and review platforms.</li> <li>8. Support the medical and sports science departments to ensure that players are working to their peak physical and psychological capacity.</li> <li>9. Assist the Head of Recruitment, Loans and Player Pathway to provide feedback and analysis to players.</li> <li>10. Work with the education and player care team to ensure players fulfil their educational and life skills targets.</li> <li>11. Lead on creating an elite, competitive and winning environment and culture within the academy programme.</li> <li>12. Logistical support – to help out with kit, travel (minibus) as and when required.</li> <li>13. Any other jobs assigned by the Academy Manager and Academy management team.</li> </ol>	

14. Form a member of the Senior Coaching Team with responsibility to further develop club philosophy and mentoring of coaches through their staff development plans.
<b>ESSENTIAL QUALIFICATIONS, SKILLS AND EXPERIENCE</b>
1.UEFA A Licence
2.FA Advanced Youth Award – Professional Development Phase/ or are currently working towards it/willing to work towards it.
3.Emergency First Aid in Football (EFAiF) certification/ or are currently working towards it/willing to work towards it.
4.Excellent interpersonal and communication skills, with an ability to use a variety of communication skills (verbal, written, digital)
5.Strong organisational and administrative skills
6.IT skills to include the ability to use performance analysis software and Microsoft office
7.Excellent knowledge of professional football
8.Experience working in Academy or Senior Football within the professional phase
9.Focus on individual player development within a team process
<b>DESIRABLE QUALIFICATIONS, SKILLS AND EXPERIENCE</b>
1. A professional playing background is desirable

### **Equity, Diversity, and Inclusion Statement**

Deepdale, the home of Preston North End Football Club, is one of the most iconic buildings in the City of Preston and it can accommodate over 20,000 people.

The influence a football club can have on its local community cannot be underestimated, the potential footfall within our stadium and associated premises offers opportunities to positively increase connections with our fan base and wider communities. Equity, Diversity, and Inclusion are held at the core of all of our operations. Whether you are a player, official, employee, volunteer, spectator or visitor, Preston North End Football Club welcomes people from all backgrounds and is committed to the prevention and eradication of all forms of discrimination.

#ONENORTHEND

The club's ED&I committee are working towards making Preston North End Football Club as accessible as possible for all, removing barriers and providing opportunities to engage with diverse communities through our #OneNorthEnd campaign. Preston North End Football Club has a zero-tolerance approach to any form of hateful or discriminatory behaviour and

encourages anyone who witnesses such behaviour to report this to the club using one of the appropriate methods as detailed on: [Equity & Diversity - Preston North End FC](#)

We all have a shared interest and passion in seeing the success of Preston North End Football Club.

Football is for everyone and should be enjoyed by all who wish to take part in it.

### **Safer Recruitment**

All staff, volunteers, and partners whose role involves working with children, young people and vulnerable adults are required to undertake DBS vetting at an enhanced level. All offers of employment on these identified roles are subject to a satisfactory outcome of the DBS process. All employees or volunteers will be required to complete an EFL self-declaration form.

You will be required to provide details of referees for the previous five years working history or education. Any gaps in work history must be accounted for.

### **Safeguarding Statement**

Preston North End Football Club and Preston North End Community and Education Trust are committed to safeguarding the welfare of children, young people and adults at risk and expects all staff and volunteers to endorse the commitment.

Everyone has a role to play in safeguarding and we strive to ensure that staff and volunteers are well informed and know how to recognise abuse, and what to do if they have a concern. The successful applicant will be expected to undertake mandatory safeguarding training.

### **Health & Safety**

You are reminded that you have a statutory duty to observe all Health & Safety rules and take reasonable care to promote the Health & Safety at work of yourself and fellow employees.