

Head of Academy Vacancy – Oxford United Football Club

The Role

Oxford United Football Club is an ambitious professional football club whose team play in League One, the third tier of English football.

The first team is developing a reputation for its professionalism and forward thinking as it looks to climb the football pyramid.

The Club's academy has EPPP Category 3 status and we are now looking to appoint an exceptional **Head of Academy** to grow and develop an academy which has a tradition of producing players for the first team from Dean Whitehead to Callum O'Dowda.

The role will report to the Board and will be based at Oxford United's training ground at Roman Way but will also require travel to other Club operated facilities as required.

The successful individual will require excellent communication, organisational and interpersonal skills and have the ability to work with a wide range of stakeholders who are important to the development of young footballers and position the Academy as a route into the First Team.

A background in youth development in football is critical, including a combination of the right qualifications, experience and achievements.

The Head of Academy will be responsible for the management of the Club's Academy, Programs and Staff. Providing leadership across the key areas of: Facilities, Operations, Recruitment, Coaching, Medical and Finance.

Responsibilities

- Deliver a culture of elite performance within the Academy
- Explore and develop the pathway from the Academy to the First Team
- Drive recruitment to ensure that our talent pool is enhanced to provide a framework for providing future first team players for Oxford United.
- Be responsible for the maintenance of the Academy EPPP Category 3 status, retaining the Club identity and culture whilst ensuring the Academy meets the expected audit requirements through striving for best practice operations.
- Lead and accurately execute Academy policies and procedures, as determined by the Board
- Ensure the Academy delivers on its aims, objectives and key performance indicators as set by the Board
- In collaboration with the Chairman, MD and Finance Team define and manage the Academy Annual budget which is closely monitored and adhered to
- Be accountable for the health, education and welfare of all the young players through adequately trained and managed Academy functions to meet the technical and psychological demands of a professional footballer and ensuring a pathway for those who are unsuccessful in pursuing a career in football.

- Lead by example and using prior experience – deliver best in class coaching sessions
- Support the Coaching talent pool in the development of the Academy Playing Philosophy, Coaching Philosophy and Coaching curriculum.
- Organise and oversee all elements of the coaching programme to ensure the coaching syllabus is met
- Be responsible for the personal and professional development of Academy staff, by creating and fostering a high performing environment of continual personal development and leading by example.
- Coordination of all fixtures and commitments of the Academy alongside completion of all of the necessary Football League documentation
- Work closely with the Clubs media department regarding the promotion of the Academy on the Official Website and Match Day Programme
- Be responsible for the development and maintenance of the Academies training facilities

Skills and Experience

A minimum standard for this role would be an 'A' Licence (UEFA or equivalent)

- Strong leadership skills and people management
- Strong understanding of the EPPP rules, youth pathways and programmes
- Strong 'can-do' attitude, leading by example and motivating and driving the Team
- Proven operational experience
- Experience in scouting and player recruitment
- Competence and experience in preparing and delivering budgets
- Exceptional administrative and organisational skills
- Experience in managing and maintaining a training facility

How to apply

To apply please complete the relevant application form and return for the attention of:

Kathy Winstanley
 Operations Manager,
 Oxford United Football Club,
 Grenoble Road
 Oxford,
 OX4 4XP

Alternatively please email completed applications to kwinstanley@oufc.co.uk. Please note CV's alone will not be accepted. Closing date for applications is 12:00noon, 23rd June 2017