



## Player Development Coach - Coach Inclusion & Diversity Scheme (CIDS)

NUFC are delighted to be recruiting for a Player Development Coach on Fixed-Term contract of 23 months based at our Category I Player Academy in Newcastle upon Tyne, NE7 7SF.

With a salary of up to £30,000 this is a fantastic opportunity for an aspiring coach to join the Club at an exciting time.

### Background

NUFC in partnership with the Premier League, are seeking to improve the diversity of football coaches in the professional game to make this area more representative of society and the playing population. As part of our commitment to improving diversity, we are proud to be able to support the CIDS by providing a high-quality fixed-term employment opportunity that supports under-represented groups within the football industry.

The successful candidate will divide their time between their NUFC employment and their individual development plan which includes enrolment to the Premier League's Coach Development Institute Programme (CDIP).

### What is the Coach Inclusion and Diversity Scheme?

The Scheme is open to coaches who are currently under-represented within English Professional Football – these identified groups being individuals from Black, Asian and Mixed Heritage backgrounds, including Women from **all** backgrounds.

We believe that having greater diversity helps the whole Club to perform better both on and off the pitch. We are therefore actively encouraging coaches from under-represented groups to embrace the opportunity to aspire to coach in the professional game, so that football at all levels better represents the wider

The CIDS is a positive action initiative, informed by provisions established in the Equality Act 2010, to support the strategic aim of building and normalising an inclusive and diverse professional coaching workforce.

NUFC in partnership with the Premier League, aim to identify a high potential coach so that after the Scheme, they remain highly employable within the professional game. Simultaneously, the Premier League want to be able to recognise and support Clubs involved in the Scheme as Inclusion and Diversity role models.

The CIDS will provide a 23-month fixed-term employment opportunity and development programme for the successful candidate. The Club will act as the 'base' of employment and the individual will work across a variety of football functions within the Club in order to broaden their learning experience.

Coaches will also enter the Premier League's Coach Development Institute Programme (CDIP) which is accredited by Leeds Beckett University. Upon successful completion of the programme, coaches will receive a Diploma in Professional Football Coaching and also includes mentoring, workshops, peer learning, projects and FA/UEFA qualifications dependent on need.

The programme will be a fully integrated and intensive fixed-term employment opportunity based at NUFC's Category I Academy in Newcastle (NE7) and is designed to accelerate the successful candidates' coaching knowledge and ability in order to better equip them for a sustainable career full-time coaching work.



The candidate invited onto the Scheme, following a successful selection process, will be expected to demonstrate drive and resilience in order to reach a high standard across a range of skills and competencies tailored to the needs of the individual.

### Objectives of the Scheme

- To increase the number of coaches who are from Black, Asian and Mixed Heritage backgrounds, including women from **all** backgrounds in full-time coaching positions in English Professional Football
- To provide coaches on the Scheme with employment and training opportunities within a Premier League or Category One Club
- To substantially improve long-term employment prospects for coaches who complete the Scheme
- To provide each of the coaches with their own development programme to ensure that they are appropriately supported to become successful coaches and visible role models
- To help Premier League and Category One Clubs to become more Inclusive and Diverse

### How To Apply

At this time the Club are only going to be considering applications from coaches who are from Black, Asian and Mixed Heritage backgrounds, including women from **all** backgrounds.

If you are interested in this exciting opportunity, please head to our website (<https://www.nufc.co.uk/club/jobs/>) or follow the instructions below:

1. Please confirm that you match each of the criteria for the application using a brief application letter and CV
2. Include a reference(s) from a coach developer(s) and/or coach(es) describing your football coaching potential. This could be typed, recorded or written
3. Include answers to the following questions (no more than 500 words per answer):
  - i. Please explain why you would like to join this initiative and what you want to achieve.
  - ii. What is it that appeals to you about being a full-time football coach? Please provide evidence to demonstrate your desire to be a full-time coach if you successfully complete this initiative.
  - iii. In your future career as a full-time coach, what would you personally want to do to progress equality, inclusion, diversity and coaching in English professional football?
  - iv. Please explain where you see yourself in five and ten years and why.

Send your full application to [recruitment@nufc.co.uk](mailto:recruitment@nufc.co.uk).

Please email [recruitment@nufc.co.uk](mailto:recruitment@nufc.co.uk) or call 0191 201 8677 if you require any assistance in applying. Reasonable adjustments will be made for any applicant with a disability, and these should be requested directly to [recruitment@nufc.co.uk](mailto:recruitment@nufc.co.uk).

NUFC and Premier League believe in equal opportunities and all applications will be assessed on merit only. Candidates are encouraged to complete the equality monitoring form found on our website. This form is voluntary, and all information thereafter will remain confidential. The form can be emailed separately to your application to: [unitedasone@nufc.co.uk](mailto:unitedasone@nufc.co.uk). This information is collected simply to see if our advert is reaching a wide and diverse range of applicants who are applying for this role.

NUFC will be using a blind-shortlisting process to identify candidates who will be invited to interview, selected on merit against the person specification as set out above.



By submitting your application, you are agreeing to NUFC and the Premier League processing your personal details for the purpose of administering and evaluating the Scheme in accordance with NUFC<sup>1</sup> and the Premier League's privacy notices<sup>2</sup>.

### **Deadline For Applications**

Please submit your application by 11:59pm on Monday, 8<sup>th</sup> August 2022.

Please email your application to [recruitment@nufc.co.uk](mailto:recruitment@nufc.co.uk) or via post to:

Recruitment  
St James Park  
Newcastle upon Tyne  
NE1 4ST

1. <https://www.nufc.co.uk/media/37523/gdpr-2-applicant-privacy-policy-newcastle-united.pdf>
2. <https://www.premierleague.com/privacy-policy>