[](http://upload.wikimedia.org/wikipedia/en/3/37/Hibernian_FC_logo.svg)

**HIBERNIAN FOOTBALL CLUB**

**PERFORMANCE DEPARTMENT**

**HEAD OF ACADEMY ANALYSIS**

**JOB DESCRIPTION**

The Head of Academy Analysis will be responsible for designing, implementing, and continually developing an analysis structure and process which is shaped by the needs of our players and coaches across all our age groups (u11-u23). The role will provide insight and feedback in line with our club philosophy to support and encourage development and success. They will drive a positive culture of self-awareness within the Hibernian Academy by facilitating and placing emphasis on players/coaches to review, evaluate and openly discuss their own development/performance. As a management-type role excellent soft skills are essential.The Head of Academy Analysis will be required to be based at our East Lothian training base and as such we are unfortunately not taking applications for remote working for this role.

**DUTIES & RESPONSIBILITIES**

* To develop, implement and lead the Academy Performance Analysis department in line with the philosophy and ethos of the club
* Drive a positive culture of ownership and self-awareness through the use of analysis
* Research and innovate in feedback and information delivery techniques, ensuring our Academy players/coaches are given the best opportunity to digest, learn and improve from the feedback provided
* Control hardware, software & budgets within Academy analysis – reporting to the Head of Performance & Recruitment Analysis
* Lead detailed analysis of our u23 & u18 squads in line with First Team provision
* Monitor player & coach use of Performance Analysis
* Create/maintain video & statistical databases to inform and support development
* Lead on further integration and use of our Player Management System
* Design and lead on analysis provision for our Loan Player Pathway with video and stats
* Support and actively engage with the Academy recruitment structure
* Ensure all matches, home and away (where possible), are covered
* Ensure all analysis & debrief sessions are covered and completed throughout the Academy
* Utilise and organise students in our established Work Placement Programme
* Filming training & matches (first team and academy) where required
* When required, support the First Team Performance & Recruitment Analysis functions

**PERSON SPECIFICATION**

**Qualifications (Essential):**

* Valid PVG Check (this is an essential requirement & will be part of the ‘new starter’ process)

**Qualifications (Desirable):**

* UEFA Coaching Qualifications
* BSc/MSc in Sports Coaching/Performance or Performance Analysis (or equivalent)
* Industry recognised qualifications in Performance Analysis or Coaching
* Driving license

**Knowledge, Skills & Experience (Essential):**

* Demonstrates and promotes core club values; Togetherness, Trust, Integrity, Authenticity and Hard Work
* Ability to work collaboratively across multiple departments and sites
* Ability to work with a degree of flexibility to their work schedule
* Ability to demonstrate a high level of tactical knowledge/understanding of both team/individual performance
* Ability to maintain quality and meticulous attention to detail of work under pressure
* Ability to work under own initiative and organise time
* Ability to interpret, contextualise and communicate data
* Ability to demonstrate innovation to improve provision/processes
* Confidence to have respectful, honest conversations and challenge colleagues
* Good soft skills and professional attitude; displaying positivity with a ‘can do’ attitude
* Highly motivated to work in player development/analysis
* Must have a focus on self-development/reflection and CPD with an openness to understand own strengths and areas for improvement
* At least 1 year’s experience (full-time or voluntary) working within a high performance environment

**Knowledge, Skills & Experience (Desirable):**

* Experience coaching in a professional environment/academy
* Passion for research to drive internal and external projects

**Technology (Essential):**

* Experience/competency using Player Management Systems such as SportsOffice
* Experience/competency using data analysis software such as Tableau, Excel
* Experience using Apple hardware/software such as Keynote and ibooks/Pages
* Experience using Sportscode or Nacsport Performance Analysis Software

**ORGANISATIONAL RELATIONSHIPS**

**Key Relationships:**

* Head of Performance & Recruitment Analysis
* First Team Performance Analyst
* Academy Director
* Development Team Manager
* Head Coach Emerging Talent
* Head of Academy Recruitment/Academy Recruitment
* Academy Scouting Network
* Academy Benchmarking Coordinator

**ROLE DETAILS**

**Contract** – Permanent

**Hours** – 37.5 hours per week

**Pay** – Competitive, discussed at interview

**Holidays** – 29 days

**Pension** – NEST

**HOW TO APPLY**

Candidates should only apply should they hold the specific qualifications/experience/skills stipulated in the above Job Description.

If interested, please forward a CV and short covering letter stating your suitability for the role to Head of Performance and Recruitment Analysis, Calvin Charlton – [ccharlton@hibernianfc.co.uk](mailto:ccharlton@hibernianfc.co.uk).

Closing Date – 18th October 2021

**NOTES**

All successful candidates from the application phase will be notified by 20th October. We anticipate a high number of applicants for this role so only those successful for interview will be contacted.

*Hibernian FC is an equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status, or pregnancy and maternity. Hibernian FC is also committed to the safeguarding of vulnerable groups.*