



U15 & U16s Lead Coach – Job Advert

Plymouth Argyle FC are recruiting an exciting coaching position within our Academy and are seeking a highly motivated and experienced U15 & U16 Lead Coach to play a key role within our Youth Development Phase (YDP).

The successful candidate will take a lead role in the planning, delivery and review of the U15 and U16 programme, supporting players through an important stage of their Academy journey and preparing them for progression into the Professional Development Phase.

This is an excellent opportunity for an ambitious coach to have a significant influence on the development of our young players, working within a progressive, multidisciplinary Academy environment with a strong emphasis on individual player development and creating a pathway towards our U18s and First Team.

As the Club continues its transition to Foulston Park, this role offers the opportunity to join Plymouth Argyle at an exciting stage in the continued development of our Academy.

Key Responsibilities:

- Lead the planning, delivery and review of the U15 and U16 coaching programme, including training sessions, matchdays and individual development plans.
 - Take responsibility for creating a high-quality, challenging and development-focused learning environment for U15 and U16 players.
 - Design, implement and regularly review Individual Development Plans (IDPs) for players.
 - Ensure all players receive formal performance reviews in accordance with EPPP requirements and Academy timelines.
 - Deliver a holistic player development programme incorporating technical, tactical, physical, psychological and social development.
 - Support players through the important transition from the Youth Development Phase into the Professional Development Phase and U18 programme.
 - Work closely with the Head of Player & Coach Development and PDP staff to ensure effective succession planning and individual player progression.
 - Support the implementation and continued development of the Club's playing and coaching philosophy.
 - Maintain accurate player records and ensure relevant information and data is updated on FIP and Academy systems.
 - Work collaboratively within the Academy's multidisciplinary team, including Medical & Performance, Analysis, Education, Player Care and Recruitment.
 - Contribute to player succession planning, retain/release processes and decisions regarding progression into the scholarship programme.
 - Build strong and professional relationships with players and parents, providing clear and appropriate communication regarding player development.
 - Contribute to player inductions, parent meetings, Academy events and other activities across the wider Academy programme.
 - Support the development of a high-performing Academy culture, setting consistently high standards for players both on and off the pitch.
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Essential Requirements:

- UEFA A Licence.
- FA Advanced Youth Award.
- FA Youth Award.
- FA Safeguarding qualification.
- Emergency First Aid in Football (EFAiF)
- Significant experience coaching within a professional football Academy or high-performance player development environment.
- Strong understanding of player development within the Youth Development Phase, particularly the U15/U16 age groups.
- Demonstrable experience of developing individual players through structured development plans.
- Strong understanding of the transition from Academy football into the Professional Development Phase.

Desirable:

- Previous experience as a Lead Coach within a professional football Academy.
- Experience working specifically with U15 and/or U16 Academy players.
- Knowledge and experience of the EPPP and Academy performance review processes.
- Experience supporting players through scholarship decision-making and transition into the PDP.
- Experience working effectively within a multidisciplinary team.

Person Specification:

We are looking for individuals who can contribute positively to our Academy culture and standards:

- Experience in a professional football or sporting environment
- Excellent communication, interpersonal and organisational skills
- Ability to work under pressure, both independently and as part of a team
- Commitment to ongoing personal development and CPD
- Enthusiastic, passionate, and professional attitude
- Willingness to work flexible hours, including evenings and weekends
- Full UK driving licence and access to independent transport
- The ability to build strong professional relationships with players, parents, staff and other key stakeholders.

What We Offer:

This is an exciting time to join Plymouth Argyle FC. With the continued development of Foulston Park, the Club is investing significantly in its Academy infrastructure and long-term player development strategy.

Our Academy provides a collaborative and forward-thinking environment where coaches are encouraged to develop, innovate and make a meaningful impact on the development of our players.



We offer:

- A progressive and ambitious professional Academy environment.
- The opportunity to play a significant role in developing players towards our U18 and First Team.
- Opportunities for CPD and continuous professional development.
- A collaborative multidisciplinary working environment.
- The opportunity to work from and contribute to the development of our new Foulston Park Academy training facility.
- The chance to contribute to a clear and aligned player pathway from Academy to First Team.

How to Apply

All applications must be submitted via the EFL iRecruit system:

U15 & U16 Lead Coach: [U15 & U16 YDP Lead Coach in Plymouth - EFL \(English Football League\)](#)

New users will be required to set up an account.

Closing Date for Applications: Tuesday 8th September – 5PM

Interview dates: W/C Monday 14th September.

Salary: Circa £30,000K per annum.