



NORTHWICH UNITED FC | PHASE LEAD

Role Profile | Season 2026/2027

Role Purpose

Phase Leads provide leadership and support across their designated age phase, ensuring players receive a safe, inclusive, enjoyable and development-focused football experience. The role supports consistent delivery of the club's football philosophy and player-development pathway established by the Sporting Director.

Sporting Director & Football Structure

The Phase Lead operates within the club's football structure and supports the implementation of the footballing direction established by the Sporting Director. The Sporting Director has overall responsibility for the club's football philosophy, playing style, coaching framework, player-development pathway and coaching standards.

- **Sporting Director:** Provides overall football leadership and sets the club's football philosophy, playing principles, coaching framework and player-development pathway.
- **Phase Lead:** Translates the club-wide framework into clear phase-level expectations, supports coaches and promotes consistency across the phase.
- **Team Managers & Coaches:** Deliver the agreed football approach within their teams and work with the Phase Lead on player and coach development.

Key Responsibilities

- Support coaches and promote consistent coaching standards across the designated phase.
- Ensure the club's football philosophy, playing principles and development expectations are understood and applied.
- Work with the Sporting Director to support implementation of the club's player-development pathway.
- Provide practical coaching support, ideas, session resources and constructive feedback.
- Identify coaching-development needs and raise them through the appropriate football structure.
- Support a safe, inclusive, enjoyable and development-focused experience for all players.
- Support communication between coaches, Team Managers and the Sporting Director.
- Attend phase meetings, reviews and coach-development sessions as required.

Play Phase: 2-Year-Olds – U6

- Introduce children to football through fun, safe and engaging experiences.
- Create positive first experiences, confidence and enjoyment through play.
- Develop fundamental movement, social skills and familiarity with football equipment and routines.
- Help parents understand the club's philosophy and expectations.

Foundation Phase: U7 – U11

- Build strong individual technical foundations while maintaining enjoyment.
- Prioritise ball mastery, lots of touches and independent decision-making.
- Promote appropriate and fair playing opportunities, including varied goalkeeper experiences.
- Build a lifelong connection to football and understanding of the club's code of conduct.

Youth Phase: U12 – U16

- Help players transition from learning the game towards competing within it.
- Develop principles of play, team techniques and physical understanding as players mature.
- Show how individual strengths contribute to collective team success.
- Balance development and competition in accordance with the club's agreed phase approach.

Senior Phase: U17+

- Prepare players for adult football, higher-level opportunities and lifelong involvement in the sport.
- Create an appropriate competitive environment where performance, winning and game management become increasingly important.
- Provide clear pathways into adult and senior football.
- Support players regardless of level, ambition or future football pathway.

Leadership, Coaching & Development

- Lead by example through professionalism, respect, honesty and integrity.
- Support and mentor coaches within the phase in line with the Sporting Director's coaching framework.
- Promote consistent standards of coaching, behaviour and player development.
- Share effective practices, drills and resources with coaches.
- Work collaboratively with the Sporting Director, Team Managers, coaches and volunteers.
- Provide feedback to the Sporting Director on phase progress, coaching needs and player-development matters.



- Do not independently introduce a different football philosophy or coaching model without agreement through the club's football structure.

Safeguarding & Welfare

- Comply with FA safeguarding requirements and all Northwich United FC safeguarding policies and procedures.
- Promote a safe, inclusive and respectful environment for all players.
- Ensure coaches understand and follow safeguarding and welfare procedures.
- Escalate safeguarding concerns immediately through the Club Welfare Officer and established safeguarding procedures.
- Do not investigate safeguarding concerns personally.
- Maintain appropriate professional boundaries and promote good practice across the phase.

Person Specification

Essential

- Passion for grassroots football and long-term player development.
- Good communication, organisation, leadership and interpersonal skills.
- Ability to support and develop coaches positively.
- Commitment to Northwich United FC values, standards and code of conduct.
- Willingness to work within the football structure and direction of the Sporting Director.

Desirable

- FA Introduction to Coaching Football, UEFA C Licence or relevant coaching experience.
- FA Safeguarding Children qualification.
- Emergency First Aid in Football.
- Experience supporting coaches or leading an age phase.

Club Values

Respect • Commitment • Development • Professionalism • Inclusion • Teamwork

Agreement

Phase Lead Name: _____

Signature: _____

Date: _____

Sporting Director: _____

Signature: _____

Date: _____

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