



NORTHWICH UNITED FC

JUNIOR COACH

Role Profile | Season 2026/2027

Role Purpose

To support the development of Northwich United's junior players by delivering safe, enjoyable, inclusive and age-appropriate football, while working within the club's football philosophy and coaching framework established by the Sporting Director. The Junior Coach will work closely with the Junior Team Manager, Phase Lead and Sporting Director to help players develop their technical ability, confidence, understanding of the game and enjoyment of football. The welfare and safeguarding of every child must remain central to all coaching activity.

Football Structure & Sporting Director

- Work within the football philosophy, playing principles and coaching framework established by the Sporting Director.
- Deliver coaching sessions that reflect the club's agreed approach to player development.
- Work with the Junior Team Manager and Phase Lead to ensure consistency across the age group.
- Support the club's player-development pathway.
- Attend coaching development sessions where required.
- Accept feedback and guidance from the Sporting Director, Phase Lead and Junior Team Manager.
- Raise football-development matters through the appropriate club structure.

Club Football Structure: Sporting Director → Phase Lead → Junior Team Manager → Junior Coach. The Junior Coach does not independently establish the team's or club's football philosophy.

Key Responsibilities

- Support the Junior Team Manager with the organisation and delivery of training.
- Deliver engaging, age-appropriate coaching sessions.
- Support technical, tactical, physical and social development.
- Encourage players to learn, experiment and make decisions.
- Promote enjoyment and participation.
- Support individual player development.
- Help create a positive and welcoming team environment.
- Support matchday preparation and activities.
- Ensure equipment is safe and suitable.
- Follow Northwich United FC policies and procedures.
- Work positively with other coaches and volunteers.

Leadership Standards

- Lead by example through professionalism, respect, honesty and integrity.
- Promote Northwich United FC values and contribute positively to the team environment.
- Work collaboratively with the Manager, coaching staff and volunteers.

Safeguarding

- Follow The FA's safeguarding requirements and all Northwich United FC safeguarding policies.
- Prioritise the safety, welfare and wellbeing of children at all times.
- Maintain appropriate professional boundaries.
- Never place themselves in an unnecessary one-to-one situation with a child.
- Work in an open environment wherever possible.
- Follow the club's supervision and adult-to-child requirements.
- Report safeguarding concerns promptly to the Club Welfare Officer.
- Never investigate a safeguarding concern themselves.



- Listen to children and take concerns seriously.
- Follow the club's procedures for recording and reporting concerns.

Safer Recruitment & DBS

- Complete the club's safer recruitment process.
- Hold an appropriate in-date FA DBS where required.
- Complete the safeguarding training required for the role.
- Provide any information requested by the Club Welfare Officer.
- Inform the club of any relevant change in circumstances affecting suitability for the role.

Professional Boundaries

- Treat every child with dignity and respect.
- Never use humiliating, threatening or intimidating behaviour.
- Never form inappropriate personal relationships with players.
- Never favour or exclude individual players unfairly.
- Never use football activities as a means of punishment.
- Avoid being alone with a child wherever possible.
- Ensure all interactions remain appropriate to the coaching environment.

Physical Contact

- Avoid unnecessary physical contact.
- Explain why physical contact is required where it is necessary for coaching or safety.
- Seek the player's agreement where appropriate.
- Respect a player's wishes if they are uncomfortable.
- Never use physical contact as punishment or to intimidate.
- Be mindful of how physical contact could be perceived or misunderstood.

Coaching Standards

- Deliver organised, enthusiastic and professional coaching sessions.
- Arrive prepared and on time for all training sessions and fixtures.
- Adapt coaching methods to individual needs and support a positive learning environment.

Matchday Standards

- Represent the club professionally and respect officials, opposition and supporters.
- Support the Manager throughout matchdays and reinforce positive behaviour from the technical area.
- Never undermine or contradict the Manager in front of players during matches.

Player Development

- Build positive, professional relationships based on trust and respect.
- Support player development plans and celebrate progress.
- Promote inclusion so every player has the opportunity to develop.

Digital Communication & Social Media

- Use approved club communication channels.
- Include parents/carers where required.
- Avoid inappropriate private messaging with young players.
- Never communicate with players in a way that could reasonably be considered inappropriate.
- Never share a player's personal information without appropriate authority.
- Follow the club's photography, filming and social media procedures.
- Never post inappropriate photographs, videos or comments involving players.

Listening to Children

- Ask players how they are finding training and matches.



- Listen without dismissing concerns.
- Take children's views seriously.
- Encourage players to speak to a trusted adult if something does not feel right.
- Adapt coaching where appropriate based on player feedback.
- Ensure children know who they can speak to if they have a concern.

Equality, Inclusion & Respect

- Treat all players fairly and with respect.
- Promote equality and inclusion.
- Never tolerate bullying, discrimination or harassment.
- Challenge inappropriate behaviour appropriately.
- Support players with disabilities or additional needs.
- Adapt coaching where reasonably possible to enable participation.
- Respect differences in ability, background, identity and experience.

Professional Presentation

- Wear approved club clothing where possible and maintain a smart, professional appearance.
- Present yourself in a manner that reflects Northwich United FC standards, including appropriate conduct, language and body language.
- Avoid any behaviour, gestures or positioning that could be viewed as inappropriate, disrespectful or unprofessional while undertaking club duties.
- Serious or repeated breaches may result in disciplinary action, including suspension or removal from role.

Medical, Injuries & Player Welfare

- Be aware of relevant medical information provided through the club.
- Follow the club's medical and emergency procedures.
- Report injuries and incidents promptly.
- Complete the appropriate Injury Report Form where required.
- Follow the club's Return to Play procedures.
- Never pressure a player to continue playing when injured.
- Immediately raise welfare concerns with the appropriate club official.

Training Environment & Safety

- Check the playing area before and during sessions.
- Identify potential hazards.
- Follow the relevant club risk assessment.
- Ensure equipment is safe.
- Maintain appropriate supervision.
- Know the emergency procedures for the venue.
- Know who the responsible safeguarding and first-aid contacts are.
- Ensure children are collected safely at the end of sessions.

Travel, Tournaments & Away Activities

- Follow Northwich United FC travel and tournament procedures.
- Follow FA safeguarding guidance.
- Ensure appropriate adult supervision is in place.
- Follow the club's consent arrangements.
- Maintain appropriate professional boundaries.
- Follow accommodation and overnight-stay procedures where applicable.
- Report any concerns immediately.



Coach Qualifications & Development

- Northwich United FC encourages Junior Coaches to develop their coaching knowledge and qualifications.
- Recommended pathway: FA Playmaker, Introduction to Coaching Football, then UEFA C Diploma where appropriate.
- Junior Coaches should complete safeguarding and first-aid learning required for their role.
- The Sporting Director and Phase Leads will support coaches in identifying suitable development opportunities.

Person Specification

Essential

- Passion for developing children and young people through football.
- Positive and enthusiastic approach.
- Good communication skills.
- Ability to work as part of a coaching team.
- Commitment to safeguarding and player welfare.
- Commitment to equality and inclusion.
- Willingness to work within Northwich United FC's football philosophy.
- Willingness to undertake relevant FA training.

Desirable

- FA Playmaker.
- Introduction to Coaching Football.
- UEFA C Diploma.
- FA Safeguarding Children in Football.
- Introduction to First Aid in Football.
- Experience coaching children or young people.
- Experience working within grassroots football.

Club Values

Every coach is expected to demonstrate:

- **Respect** – Treat everyone with dignity and fairness.
- **Commitment** – Be reliable, prepared and dedicated.
- **Development** – Help every player improve.
- **Professionalism** – Lead by example on and off the pitch.
- **Inclusion** – Create an environment where everyone belongs.
- **Teamwork** – Work together to achieve collective success.

Training Resources for Junior Coaches

- **EE Playmaker by England Football:** Recommended as the entry-level starting point for new Junior Coaches and volunteers supporting grassroots football.
- **Safeguarding Children in Football:** Required where applicable for coaches working with under-18s and strongly recommended for all Junior Coaches.
- **Introduction to First Aid in Football:** Recommended for coaches supporting training sessions, matchdays and player welfare.
- **Introduction to Coaching Football:** Recommended for Junior Coaches who are beginning to take on more structured coaching responsibility.
- **UEFA C Diploma:** Suitable as a longer-term development pathway for coaches seeking to progress their coaching knowledge and responsibility.
- **FA DBS and safer recruitment guidance:** Junior Coaches must follow the club's safer recruitment process and meet the appropriate FA DBS requirements where applicable.



Northwich United FC should also provide a club induction covering safeguarding reporting routes, approved communication channels, injury reporting, return-to-play procedures, matchday conduct, inclusion, professional boundaries, photography and social media, and the club's coaching framework led by the Sporting Director.

Agreement

I understand and accept the responsibilities, expectations and professional standards of the Northwich United FC Junior Coach role. I understand that I am required to work within the club's safeguarding procedures and within the football philosophy, coaching framework and player-development pathway established by the Sporting Director.

Coach Name: _____

Signature: _____

Date: _____

Team / Age Group: _____

Junior Team Manager: _____

Signature: _____

Phase Lead: _____

Date: _____

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Our Game Too!