

The Scunthorpe Alphas are recruiting for a range of coaching positions and roles across our U16, U19 and Adult squads.

The Alphas are one of the newest teams in the country and are due to enter into our inaugural season in Division 2 of BAFANL. Coaches are supported by a strong management team, and can expect quality facilities, equipment, and an engaged playing squad of over 55 with an average weekly attendance at practice per week of over 40 players. As a club we are ambitious, professional and have high standards and aspirations. Our home gameday experience is particularly special, with the opportunity to play and coach in front of an average of 300 spectators.

Our Coaches work within a clearly defined coaching structure and are responsible for providing leadership, guidance, instruction and feedback to players in line with club philosophy and in accordance with the club's Code of Ethics & Practices, as well as those of BAFA and BAFCA.

Our coaches must be strong communicators and able to build strong relationships in order to work successfully with athletes, other coaches, parents and relations of players, our community, the organisation's Management Team as well as representatives from other teams within the league and the league itself.

Our coaching practices and culture are positive and athlete-centric, focussed on facilitating the development of players to be the best that they can be through both on the field practices and regular film review.

Personal development is important to all members throughout our club, and our Coaches themselves should lead by example, taking ownership of their own development and working with senior coaching staff to broaden their knowledge throughout the year.

Mandatory practices take place every Sunday morning to afternoon at Quibell Park, Brumby Wood Lane, Scunthorpe. Additional midweek sessions will also take place including virtual classroom/film review and physical practices.

We understand that coaching is a huge commitment, and other commitments outside of football exist. Within reason, we will be as flexible as possible.

American Football experience (playing or coaching) is essential for a formal position, however developmental assistant coaching roles would be considered for those seeking to enter into American Football coaching with little or no experience.

Coaching experience is desirable, as is BAFCA Level 1 certification. Coaches without certification will be expected to work towards it at the earliest possible opportunity.

#### **General/Year-round Responsibilities:**

- Maintain currency of knowledge. Engage with senior coaches for advice & guidance, accept constructive feedback, critically analyse on performance and knowledge.
- Where possible attend clinics and take advantage of other opportunities to observe and shadow other programmes. In the example of a senior coaching role (co-ordinator or above), encourage assistant coaches to do the same.
- Possess understanding and knowledge of rules and regulations per BAFRA guidelines. Assist Head Coach and/or Co-ordinator(s) in carrying out his/her responsibilities.
- Where possible, assist with promoting American Football throughout the local area (e.g. colleges) and community in a positive and responsible manner.
- Work closely and respectfully with other coaches in BAFANL.
- Attend training and meetings as required.
- Adhere to standards of confidentiality and conduct.

#### **Seasonal Responsibilities:**

Pre Season:

- Assume supervisory control over athletes and programs assigned to him/her.
- Assume supervisory control over all athletes in the program when such control is needed.
- Responsible for accident-reporting in relation to any Alphas athletes and exercising duty of care toward all athletes during practices and games. This includes understanding and application of concussion protocol.
- Providing accurate information needed to compile depth charts and other reports to Head Coach/Co-ordinators.
- Assist Head Coach in Health & Safety responsibilities including equipment maintenance/safety and ensuring playing/practice area(s) are safe and clear of hazards.

#### During Season:

- Conduct self in an ethical manner during practice and fixtures.
- Be in regular attendance at practice sessions and fixtures.
- Understand the offensive/defensive scheme within which the unit is operating and how techniques relating to unit are relevant to achieving overarching aims of the scheme. For senior coaches (co-ordinator and above), clearly communicate scheme to all positional coaches and players and ensure clear understanding of what aims and goals of that scheme.
- Instruct players in safe technique at all times. Be clear where technique is not optimal in relation to safety and ensure that poor/unsafe technique is corrected without hesitation.
- Instruct players concerning rules and rule changes, new knowledge, and techniques.
- Organize and/or schedule unit's practice sessions on a weekly basis ensuring that practices are productive, drills are game-related and efficient by maximising repetitions.
- Maintain focus on developing all athletes to *their* greatest potential, regardless of individual skill level or ability.
- Apply discipline in a firm but positive manner.
- Ability to identify the best drills to achieve desired outcome/teach particular skill. Where unsure, liaison with senior coaches for advice.
- Undertake film review, providing feedback to unit and where possible/necessary delivering constructive film review sessions (predominantly virtual) with unit.
- Feedback recommendations to senior coaches following film review with regard to specific improvements (internal) and/or gameplan (external).
- Treat officials with respect at all times, and lead by example with regard to interaction with officials on gameday.
- Maintain positive sideline discipline and communication with players throughout fixtures. Ensure communication is positive and constructive in nature.

#### Post Season:

- Maintain contact with positional group/unit throughout off-season in an appropriate manner.
- Gather understanding of athlete's intentions for following season (e.g. returning, retiring etc.) and report to Head Coach
- Provide feedback to players around recommendations for off-season improvement.
- Seek to develop own knowledge and understanding in whatever way possible.

#### **KNOWLEDGE, SKILLS AND ABILITIES:**

- Strong communication skills.
- Analytical skill.
- Competent organizational skills.
- Ability to communicate effectively under pressure with athletes.
- Strong motivator, with ability to turn challenging conversations into positive learning experiences.
- Ability to problem-solve.
- Ability to work co-operatively with others as part of a team and maintain a positive attitude.
- The humility to self-analyse and respond positively to feedback, prioritising the development of own weaknesses and the consolidation of strengths.
- Consistency and reliability.
- Ability to work within established schedules and timescales.
- Experienced in terms of knowledge, skills and abilities in American Football.
- Ability to clearly communicate requirements of a drill, including purpose and intended outcomes.
- A desire to learn.
- Commitment to overall team aims and objectives.
- Ability to buy into and perpetuate team culture, identity and key messages.