



ARGYLE
COMMUNITY
TRUST

JOB APPLICATION PACK

BUCS Development Football Coach

£12.50 per hour | Sessional | Zero hours





We are proud to be the official charity of Plymouth Argyle Football Club. For over 25 years it has been our mission has been to inspire and make a positive difference to Devon and Cornwall Communities.

Our outreach work, and the impact we have on the lives of the communities we proudly serve, wouldn't be possible without our incredible people. Trust staff truly make a difference every day.

Mark Lovell - Argyle Community Trust Chief Executive Officer

WHO WE ARE

We are the leading sport for social good charity in Devon and Cornwall, operating over 2,700 square miles. We utilise the prestige of football and the reach of the club to inspire, engage, and help people of all ages, genders, races, and socioeconomic statuses, with a vision to 'provide opportunities to all people within our local communities by inspiring and empowering them through sport'.

OUR VALUES

We endeavour to uphold six core organisational values:

Professionalism - our staff are role models, coaches, mentors, and teachers and must conduct themselves professionally.

Inclusivity - we believe in fair play and having open access for all. We aim to celebrate diversity and focus on the needs of each individual and community.

Respect - we respect our partners, people, and communities and aim to gain the respect of others.

Excellence - we strive for excellence in all we do to support our beneficiaries and ensure they reach their full potential.

Honesty - we are open and transparent in all our work and with the communities we serve.

Pride - we are proud of what the organisation and its parent club represent.

WHAT WE DO

Our work across Devon and Cornwall focuses on removing barriers to participation and offering opportunities that are accessible to all communities in our operational area. We maintain a focus on disadvantaged and isolated communities, underrepresented groups, at-risk children, young people, and adults. We strive to work ethically and transparently in everything we do.

OUR MISSION

Our mission is to inspire and make a positive difference to Devon and Cornwall communities through the power of sport and the brand of Plymouth Argyle Football Club. In short 'We are One Argyle.'

Our work strands focus on six key areas, all aligning with our strategic aims which are to:

Empower people in the communities of Devon and Cornwall to overcome inequalities and raise aspirations by providing opportunities and accredited attainment.

Promote physical participation and wellbeing by encouraging healthier lifestyles and removing barriers to participation.

Inspire supporters to engage with our community outreach programmes.

Improve our systems and structures to ensure we provide quality, efficient services that are value for money.

Understand and measure the impact of our programmes on the community.

Equality, Diversity and Inclusion

Argyle Community Trust is an equal opportunities employer and welcome applications from all suitably qualified persons regardless of their race, sex, disability, religion/belief, sexual orientation, or age.

Safeguarding

Argyle Community Trust is committed to safeguarding, protecting the welfare of all participants in our programmes and promoting robust policies to ensure that our staff and volunteers adhere to safe practices. Where regulated activity forms a part of the job role, the successful candidate will be subject to undertaking enhanced DBS checks prior to employment.

Candidates are advised that in order to identify any matters that might relate directly to ACT's legal duty to meet the safeguarding requirements set out in KCSIE, online searches may be carried out on short-listed applicants in order to identify incidents or issues related to a candidate's suitability to work with children.



Position:	BUCS Development Football Coach
Location:	Plymouth
Offices:	Plymouth Marjon University
Salary:	£12.50 per hour
Contract:	Zero hours - sessional coaching
Hours:	Zero hours, flexibility required, including early mornings/evenings and Wednesday matchdays
Reports to:	Higher Education Coordinator

Coaching with Argyle Community Trust is the perfect role for an individual with a passion for sport who enjoys motivating others, being out and about in their local community and who actually wants to have fun whilst they work. The successful candidate will be part of a great team and this role offers the right candidate the opportunity to join us in making a positive difference to students at Plymouth Marjon University.

Argyle Community Trust is looking to recruit a BUCS Development Football Coach to lead the BUCS Development Squad programme, including coaching sessions and matchday management. The role focuses on developing players with potential to progress into the performance squads, enhancing the student-athlete experience and contributing to a high-quality football programme.

As a registered charity, the Community Trust works in close conjunction with Plymouth Argyle Football Club and with many people across several sectors where sport has proven to be the ideal tool for creating lasting engagement with individuals.

A key function of this role is also to plan and deliver structured and engaging training sessions for the BUCS development squads in line with the University football framework.

The candidate must have good, in-depth knowledge of coaching and development.

We would also expect the candidate to have sports coaching qualifications and be computer literate. In addition to this, the coach must be able to undertake key administrative duties that are associated with the role.

HOW TO APPLY

If you can meet the specifications and would like to become part of the Argyle Community Trust team, please complete our online application form <https://hr.breathhr.com/v/bucs-development-football-coach-42223>. You will be given the opportunity to upload a covering letter and CV should you wish to do so however, for safer recruitment purposes, we do not accept applications by CV only.

If you would like further information or wish to discuss the post contact ACTrecruitment@pafc.co.uk.

For more information about the work of Argyle Community Trust and our strategic aims visit <https://argylecommunitytrust.co.uk/about-us/>.

Closing date for applications - Sunday, 10 August 2025
Shortlisting - Monday, 11 August 2025
Interview Date - Ongoing

JOB DESCRIPTION

Primary Objectives of the Role

- Plan and deliver structured and engaging training sessions for the BUCS development squads in line with the University football framework.
- Lead the development team on matchdays, overseeing all aspects of team management including squad selection, warm-up, in-game coaching and post-match debriefs.
- Identify and nurture players with the potential to progress into the performance squads.
- Monitor player attendance, progression, and engagement, providing feedback to the Head of Football and players.
- Foster an inclusive and supportive environment that promotes learning, enjoyment and performance.
- Maintain professional standards and ensure alignment with University and Trust policies around safeguarding, health & safety and conduct.
- Coordinate with sports science staff and other coaches to optimise player development.
- Assist with administration including fixture coordination, registers and communication with players.

Delivery and Quality

- Deliver structured and engaging training sessions for the BUCS development squads in line with the University football framework.
- Monitor player attendance, progression and engagement, providing feedback to the HE Coordinator.
- Coordinate with sports science staff and other coaches to optimise player development.

Knowledge and Understanding

- Ensure quality session planning is in place for BUCS development squads.
- Ensure that coaching files are maintained, daily reports are uploaded, and monitoring is completed.
- Participate in quality assurance checks in order to maintain high standards

Safety

- Know and apply Trust policies on Child Protection and Health and Safety placing the safety of participants and staff at the forefront of planning and delivery.
- Maintain and organise kit and equipment taking responsibility for efficient use and careful husbandry of resources and Trust property; Ensure logs and inventories are kept up to date.
- Participate in Argyle Community Trust CPD to support own development and development of others.

Engagement and Communication

- Engage, motivate and inspire groups of students and participants.



- Establish professional working relationships with partners and students..
- Develop healthy relationships with other staff to allow for a culture of constructive feedback, debate and discussions around coaching development

Core Responsibilities

- Prioritise Health and Safety and Safeguarding when planning and delivering to ensure that the Trust protects the welfare and safety of all staff, volunteers and participants.
- Enhance the reputation of the Trust by creating positive relationships within local and national networks.
- Strive for quality & high standards, setting clear expectations and upholding Trust values.
- Take personal responsibility for executing your duties, understanding policies and following procedures.



PERSON SPECIFICATION

Qualifications and Experience

Experience working with 16+ or adult players in a team coaching role	E
Experience leading a team within a BUCS or grassroots football structure	D
Experience using analysis tools	D
FA Level 2 / UEFA C Licence	E
Current FA Safeguarding Children Certificate	E
Current First Aid in Football	E
UEFA B Licence or working towards	D

Knowledge And Understanding

Understanding of team management and session planning	E
Familiarity with BUCS football structures and player progression pathways	D
Knowledge of football-specific conditioning and recovery practices	D
Awareness of safeguarding, health & safety and inclusive practices in coaching	E
Strong organisational skills and ability to manage a team environment	E

Core Skills and Attributes

Approachable, supportive and passionate about player development	
Excellent communication and interpersonal skills	
Ability to build a team culture that values effort, learning and respect	
Flexible, proactive, and committed to continuous development as a coach	
Ability to take initiative and lead a squad independently	

Staff Skills and Attributes






Proven relationship-builder at all levels with strong interpersonal skills	
Behave in an inclusive and respectful way, always representing the positive EDI values of the Trust	
Ability to accurately convey meaning and deliver information in a clear and engaging way including face to face presentations and written materials	
Understand obligations regarding confidentiality, information sharing and GDPR	
Good standard of English in both written and verbal communication; effectively conveying information at an appropriate level at an appropriate level	
Respond positively to feedback and strive for high standards and excellence in all aspects of the role	

RELATIONSHIPS

Key Internal Relationships	Key External Relationships
Higher Education Coordinator	Plymouth Marjon University
Head of Education	BUCS
DSO	



BENEFITS - WHY WORK FOR US?

We aim to ensure we look after our staff welfare and provide fair opportunities across the charity. Argyle Community Trust offers incentives and progression based on key performance indicators, appraisals and added value to the Trust for all permanent contracted staff.

-  Relevant qualifications and training
-  Ticket incentives for staff
-  An opportunity to buy back on holidays
-  Free access to courses for your children across Trust provisions
-  Club kit






Other Benefits

-  Holiday allowance based on service - After five years of service your holiday entitlement will increase by one day each year, enabling you to increase your holiday allowance by up to four days
-  Healthcare Cash Plan after successful completion of probation, not contractual but based on how the charity performs

Role Dependent Benefits

The Trust will also consider individual requirements needed to complete a role including:

-  Work mobile phone with some allowance for personal usage
-  Use of company vehicle for work purposes only
-  Car allowance



Plymouth Argyle Football in the Community Trust trading as Argyle Community Trust

Plymouth Argyle Football Club, Home Park, Plymouth, Devon, PL2 3DQ

www.argylecommunitytrust.co.uk

community@paafc.co.uk

01752 522202

     @argyletrust

Scan to view our 2022/23
Impact Report



SCAN ME

Company Number 06797988
Registered Charity Number 1128906
VAT number 478581341



ARGYLE
COMMUNITY
TRUST