

National Head of Football Performance, Recruitment Growth

Description

As the National Head of Football Performance, Recruitment and Growth, you will be responsible for leading the national football growth strategy, including performance delivery, learner recruitment, and academy development, across the Sports Education Programmes.

You will ensure the recruitment is high-quality and the provision is structured with a progressive football environment that supports both academy and athletic development.

Internal Applications only

Responsibilities

- To design, implement and monitor a high-quality structured progressive football programme aligned with the ethos and values of the company to ensure retention and achievement targets are met.
- To oversee delivery and quality assurance of coaching sessions tailored to age, ability and educational commitments.
- Partner with the National Head of Sports Education to support management of Academy Managers. Implement an ethos into all Academies that promotes discipline, resilience, teamwork and personal growth.
- Monitor performance data, provide feedback to coaches, in accordance with National Head of Football Performance, performance development reviews for all academies.
- Monitor and assess progress of learners, both in academic and sporting outcomes, within learner progress reviews.
- Ensure all staff and learners are in appropriate clothing / kit to represent the company expectations and branding.
- Support match-day operations and long-term learner development plans across academies.
- Design and lead the national recruitment strategy in partnership with marketing, community teams, local authorities and schools, to meet targets, per site, in line with the growth and partnership strategy.
- Work closely with Marketing and Communications Manager to lead marketing and engagement initiatives nationally. Monitor trends and feedback to adapt and enhance programme offerings and reputation.
- Oversee trials, taster sessions, and recruitment events. Provide engaging presentations and information to prospective learners and parents.
- Manage and maintain a recruitment pipeline of prospective learners.
- Work collaboratively with business partners, build strong relationships with clubs, schools, and talent networks.
- Identify and pursue new partnerships, funding, and market opportunities to support growth in line with company targets.
- Co-manage the football academy budgets in collaboration with the Head of Sports Education. Track and report on football-related expenditure, ensuring alignment with the company goals and effective resource allocation.
- Track expenses to ensure adherence to budgets and identify opportunities for cost savings.
- Seek and secure external funding or sponsorship to support academy growth.

Hiring organization

Heart of England Training

Reference: NAT-HOF-0525

Internal Applications only

Please download a copy of the Application form and full Job Specification here to submit your application –

[Application for Employment](#)

[Job description – National Head of Football Performance Recruitment Growth](#)

Closing Date – 8th May

Please send CV and Application Form (download this), make sure this outlines how you meet the person specification of the job description to careers@hoet.co.uk

Employment Type

Full-time

Job Location

National

- Ensure all affiliates follow required administrative processes and procedures to meet FA requirements.
- Ensure football programmes are integrated with academic timetables and support learner outcomes. Organise training schedules, enrichment, and fixture logistics, ensuring that the academies are in suitable agreed leagues to support development and success.
- Support staff progression through CPD and development of coaching and academy staff.
- Liaise with educators and coaching staff to promote student success.
- Meet and exceed company targets set.
- Support with recruitment of coaching staff where required.
- Maintain high standards of safeguarding, health & safety, and wellbeing.
- Participate in management training and relevant CPD activities.
- Ensure strong communication with Directors by attending relevant meetings and day to day activities.
- To undertake such other duties, training and/or hours of work as may be reasonably required and which are consistent with the general level of responsibility of the job

Job Benefits

- We will offer you full training and support
- Monday to Friday, 9.00am–4:30pm working hours (FT)
- 33 days holiday allowance (FT inc bank holidays) rising to 38 days after 'time served' period (PT holidays Pro Rata)
- Health Care Scheme
- Company Pension Scheme
- Christmas Shutdown
- Annual company events

Person Specification

Experience –

Essential:

- Minimum 5 years in Football and/or educator leadership role
- Experience in football coaching and talent identification
- staff and budget management

Qualifications

Essential:

- Football coaching qualification

This role will require a commitment to safeguarding and the postholder will undergo training for health & safety, safeguarding, prevent and EDI (Equality, Diversity and Inclusion) and GDPR.