

Job Title: Head of Academy
Line manager: Head of Football
Location: McDiarmid Park, Perth
Contract: Full time, 40 hours per week
Salary: Competitive, dependant on experience



The Head of Academy will be responsible for the strategic and operational leadership of the St Johnstone Academy. This individual will manage all aspects of coaching, physical performance, performance analysis, talent identification and recruitment, as well as player care and education.

Main responsibilities

- Establish a clear structured pathway for our youth players to progress to full-time professional football, to include acceptance of first team style of play and commitment to integrate concepts into youth teams and training.
- Create consistency across coaching, playing and off-field programs, to include working closely with first team coaches and staff (hand in glove relationship).
- Ensure the academy coaching programme aligns with other football initiatives such as Scottish FA Performance School and various performance and medical programs.
- Align the academy's player identification and recruitment process to St Johnstone standard and qualities sought by first team coaches.
- Maintain high standards of coaching across all age groups within the academy, to include performance reviews and growth planning for all academy coaches.
- Adoption of training priorities of first team coach, such as monthly focus on certain elements of play.

Operational Management

- Regularly review and implement individual development plans for players and staff.
- Organise and attend regular training sessions for coaches and scouts to ensure effective practice.
- Meet and maintain governing body criteria and Club Academy Scotland standards.
- Develop and manage a coaching and mentoring programme for academy staff.
- Continuously assess the youth academy's performance for ongoing development.
- Promote a culture of learning within the academy, encouraging feedback and knowledge sharing.

Communication

- Collaborate with media and marketing teams to develop the Youth Academy branding strategy, adhering to safeguarding guidelines.
- Consult with Youth Academy parents and other relevant stakeholders to maintain the positive relationships.
- Create connections with external Club Partners and stakeholders to ensure ongoing support and growth of the academy.
- Maintain strong communication lines with the first team department for individual player progress and succession planning.

Personal Qualities and Experience

- Strong leadership skills with experience of leading a multidisciplinary team.
- Proven knowledge of talent development and performance, to include a track record of developing successful young players.
- Excellent organisational skills to engage with coaches, parents, players and stakeholders
- Wide network of contacts across the footballing industry.
- Experience of coach development.

Qualifications

Essential:

- UEFA A Licence
- UEFA Elite Youth A Licence
- A proven record working in a high-performance environment

Desirable:

- UEFA Pro Licence (or working towards)
- Scottish FA Advanced Children's Licence

To apply for this position please submit CV by email to gusmacpherson@perthsaints.co.uk. Please ensure your full name and the job title is in the subject header of your email. Closing date for applications will be April 30, 2025.