Step Into the Game: A Career-Changing Coaching Opportunity

**Contract Type:** 23-month fixed-term  
**Salary:** £25,000 per annum  
**Role & Development Programme:** The successful candidate will divide their time between Gillingham Football Club Academy Coach employment and the Premier League Coach Development Programme  
**Location:** Gillingham/Canterbury

Join the Coach Inclusion & Diversity Scheme (CIDS)

Gillingham Football Club, in partnership with the Premier League, is proud to support the Coach Inclusion & Diversity Scheme for the 2025/26 season. We're offering a 23-month, full-time academy coaching role to the successful candidate to support the development of the next generation of football coaches. The scheme is open to all, and we particularly welcome applications from Black, Asian and mixed heritage backgrounds, and women, as they are underrepresented groups amongst the coaching roles that exist across the professional game.

**What’s Involved?**

You’ll split your time between Academy coaching at Gillingham Football Club and the Premier League’s accredited Coach Development Programme. You’ll gain experience across development phases and work with multi-disciplinary teams.

Your development journey will include:

* Mentoring and tailored support
* Immersive learning experiences
* Workshops, peer learning, and reflective practice
* Access to FA/UEFA qualifications (based on development need and subject to availability)

**Below is an example of a typical week in the role:**

Based at Priestfield stadium with adjusted office hours

**Monday** - Analysis, PDP - **8am-3pm**: Work alongside the analyst and PDP coaching staff to break down the weekend game/look at upcoming opposition, assist with IDP training sessions.

**Tuesday** - Youth Development Phase - **12pm-7:30pm**: Work with the YDP lead during the day, before travelling to the schoolboy training base in Canterbury for an evening session with a YDP age group.

**Wednesday - OFF**

**Thursday** - Foundation Phase - **12pm-7:30pm**: As above but instead working with the Foundation Lead during the day and age groups in the evening.

**Friday** - Sport Science, PDP - **10am-3pm:** Work with the sport science department, observing how training loads are calculated and the influence of data on the planning week.

**Saturday (alternating according to fixture list)-** Matchday, Gillingham **- 8am-1pm**: Observe/assist at u16/u18 home games

**Sunday** - Matchday, Canterbury - **9am-1pm**: Assist an age group coach (will always work with a team playing at home)

On successful completion of all programme elements, you’ll be awarded a **Diploma in Professional Football Coaching** from Leeds Beckett University.

What We’re Looking For

**Essential criteria**:

* UEFA B Licence as a minimum
* No prior full-time 1st Team or Academy coaching role at a Premier League or EFL club
* Experience of coaching in one, or more, of the following environments: grassroots, community, education, development centre or part-time academy football settings
* FA Safeguarding Certificate, Emergency First Aid, and Enhanced DBS (to be completed prior to role commencement)

**Desirable criteria:**

* Experience of coaching a team or group of players on a regular basis
* Experience of holistic youth development activities within, or beyond, sport
* UEFA A Licence or FA Advanced Youth Award
* Teaching experience

**You’ll bring:**

* A drive to coach in the professional game
* Passion for player development & developmentally appropriate learning environments
* Commitment to fulfilling duty of care for children, young people, and adults in healthy, high-performance environments
* Resilience and commitment to high-performance environments
* Excellent communication and relationship-building skills
* A desire to be a role model and ambassador for diversity in the game

How to Apply

Reasonable adjustments are available for applicants with a disability, please contact the Disability Support Officer Ben Reeves (breeves@gillinghamfc.com) for further support in applying for this role.

**Applications should be sent to arasheed@priestfield.com. Please submit a two-part cover letter:**

1. **Part 1 (max 500 words) to demonstrating how you fulfil the “What We’re Looking For” criteria.** Please structure your responses under the following headings:
2. The essential criteria I fulfil
3. The desirable criteria I fulfil
4. My desire to be a role model and ambassador for diversity in the game
5. **Part 2 (max 500 words) to answer all the following questions.**

Please structure your responses under the following headings:

1. My motivations for applying for the CIDS academy coach role and Premier League Coach Development Programme
2. How the CIDS academy coach role and development programme fits with my career ambitions
3. How my unique expertise, and lived experience, will benefit the club and players
4. **Your CV**

Key Dates

* Application Deadline: [Friday 25th July]
* Link to apply:
* Application queries to: [Asif Rasheed, arasheed@gillinghamfc.com]
* Assessment Activities: **Stage 1** w/c [4/8/25] & **Stage 2** w/c [11/8/25]
* CIDS Induction, Lake District - 29th September – 2nd October. **the successful candidate must be able to attend the induction.**

Gillingham Football Club and the Premier League are committed to equality, diversity and inclusion. Reasonable adjustments are available for applicants with a disability. Please contact Disability Support Officer Ben Reeves (breeves@gillinghamfc.com) if you would like to discuss this further.

Equality monitoring information will be requested separately and will not form part of the selection process.