



SPORTING DIRECTOR

- Department:** Rochdale AFC Football (First Team and Academy)
- Job Title:** Sporting Director
- Hours:** The post holder is to expect regular weekends & unsocial hours as part of an irregular working pattern, but there is an expectation of 35 hours per week (excluding lunch breaks)
Annual leave is normally restricted within key days, including but not exclusive to, pre-season
- Reporting to:** CEO
- Location:** Crown Oil Arena Rochdale, Rochdale Sports Club and any other venues used for training purposes as necessary. It is anticipated that the post holder will also work from home as required and also be visiting games at other Clubs, whether or not the games involve Rochdale AFC for overseeing and recruitment purposes.
- Responsible for:** Developing a relationship with all Football staff and working closely with the First Team Manager and the Academy Manager. Initially there will be no direct line management, but this will quickly change as the role develops.

Areas of influence:

- First Team Management & Coaching
- Academy Management & Coaching
- Football philosophy and tactics
- Matchday preparation
- Contract negotiations

Areas of influence to quickly become management responsibilities:

- Medical & Sports Science (First Team & Academy)
- Performance Analysis (First Team & Academy)
- Player Recruitment & Scouting (First Team & Academy)
- Academy

- Purpose of the role:** The successful candidate will work closely with the Board and senior staff to create and implement a football philosophy that truly reflects the ethos and culture of the Club. The provision of this steady, long-term strategic path will ensure that the best of the Club's traditions are built upon whilst protecting against reactive short-term measures.



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Key Duties and Responsibilities:

Football philosophy:

- In consultation with major stakeholders, formalise a football philosophy to guide all work on the sporting side of the club;
- Create a roadmap for the rolling out of this philosophy across the academy and first team, including the necessary conformation of coaching, analysis, sports science, and scouting practices

Participation in the following structures – some to be set up to complement this new role:

- Weekly collegial meeting to review tactics and results with First Team Coaching Staff (in addition to ad hoc regular meetings and discussion)
- Chair of monthly Football Performance and Recruiting meeting with First Team Manager, CEO, Analysis Director
- Chair of weekly Recruitment meeting with scouting and analysis staff as well as a representative of the First Team coaching staff
- Reporting on the sporting side of the club at scheduled Technical Board Meetings
- Advisory role in monthly Academy Performance Meetings
- Attendance at Full Club Board Meetings as required

Budget responsibility:

- Responsibilities to be developed alongside this new role

Player Recruitment:

- Formulating a long-term strategy for the evolution of the first-team squad (ages, assets, contract expiry dates, wage structure) in correspondence with the football philosophy and in cooperation with the CEO and First Team Manager
- Participation in the culminating stages of the scouting process
- Selecting and vetting targets to be assessed in monthly Football Performance and Recruiting meetings (permanent & loan)
- Assessment of markets to facilitate potential innovative overseas recruitment
- Enhancing relationships with key agents and other contacts

Staff Recruitment:

- To provide advice and guidance on First Team coaching staff and First Team support staff plus all Academy staff (within agreed club protocols/procedures)

Scholar & Academy Recruitment:

- Consider the scholar recruitment alongside the Academy staff
- Consider Academy recruitment alongside the Academy staff
- Decision making with Academy Manager, PDP Lead Coach, YDP Lead Coach
- Persuade parents/players to sign (as required)

Player Pathway:

- Create and oversee pathways for Academy players and monitor their progress
- Managing and monitoring outgoing and incoming loans for Rochdale AFC players



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Relationship Management with key stakeholders:

- Devote full attention and ability to fulfilment of the duties required by the role;
- To work closely with partnership organisations, to maintain good relationships and collaborative working practices;
- To work with colleagues throughout Rochdale AFC to extend knowledge and skills to identify and develop best practice;
- Carry out general office duties including data recording, filing, photocopying, sending and receiving emails;
- Active participation on continuing professional development and the appraisal process;
- 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 this job;
- To maintain the quality of service provision, regularly evaluating work and seeking to make improvements;
- Present a professional image when dealing with both internal and external contacts and partners, acting in a professional manner always;
- To support and cover as and when required within other departments of Rochdale AFC
- To safeguard and promote the welfare of all children, young people and adults at risk;
- To be vigilant and support all safety and security operations;
- To recognise commercial opportunities across all products within Rochdale AFC
- Promote the brand identity and increase Rochdale AFC fanbase throughout;
- Any other duties commensurate with the grade and falling within the scope of the post, as requested by the Chief Executive Officer.
- Carry out duties in accordance with all relevant company policies, including, but not exclusive to, the Health and Safety at Work Act, Code of Conduct, Diversity & Equality Policy, Equal Opportunities Policy, Financial Regulations Policy & Social Media Policy.