



Dato:  
15.03.2022

1 av 4

## Individuell Spillerutvikler (100%) - Fast kontrakt frem til 1. januar 2023

Fotballklubben Bodø/Glimt spiller sine hjemmekamp på Aspmyra stadion, og klubben er nåværende norgesmestere. Klubbens akademi ble klassifisert som topp 3 nasjonalt i siste klassifiseringsprosess, og spillere fra akademiet har suksess både i klubben, andre lag i Norge og utlandet.

### Jobbeskrivelse:

Rollen til individuell spillerutviklerne (G17-19) er grunnleggende for den langsiktige visjon til FK Bodø/Glimt om å utvikle de beste unge spillerne fra Nord-Norge. Individuell spillerutvikler er ansvarlige for implementering og gjennomføring av akademiets treningsmetodikk med individuell G13-19 spillere, en vil arbeide tett sammen med utviklingsleder og trenerutvikler.

### Ansvarsområder:

Denne vil trene alle radarspillere i nasjonal G14-laget, G16-laget og G18-laget.

Individuell Spillerutvikleren skal sørge for at individuelle utviklingsplaner blir utarbeidet, levert og vurdert med spillerens innspill. Ved siden av dette vil de hjelpe til med å identifisere spillere i regionen, ved å utvikle et konstruktivt samarbeid med de andre klubbene/trenere.

Individuell Spillerutvikler har følgende ansvarsområder i samarbeidet med NTG:

- Identifisere spillere til NTG
- Følge opp spillerne som flytter til byen for å begynne på NTG.
- Fotballøkter på NTG i henhold til avtale mellom NTG og FK Bodø/Glimt

Individuell Spillerutvikleren skal gjennomføre spillersamtaler ukentlig i forhold til spillernes individuelle utviklingsmål. Individuell Spillerutvikler skal sørge for at sesongplanlegging, kampforberedelse og evalueringsdokumentasjoner oppdaterte og nøyaktige. Individuell Spillerutvikler har også delansvar for planlegging og koordinering av aktivitet og tiltak. Kommunikasjon med foreldre og andre frivillige er en viktig del av rollen.

### Nødvendige kvalifikasjoner:

- UEFA "A" lisens
- Gode kommunikasjonsferdigheter (ønskelig Norsk, Svensk eller Dansk).
- Veldig god kunnskap om spillerutvikling/pedagogikk
- Minimum 3 år erfaring fra fotball i aldersgruppen 13-19 år
- Fokus på individuell spillerutvikling innen en lagskontekst
- Gode og kreative presentasjonsferdigheter
- Veldig gode mellommenneskelige ferdigheter. Flink til å knytte deg til andre og jobbe i team
- Vant til å jobbe under press og til ubeleilige tidspunkt
- Dedikert til å utvikle deg både som trener og person
- Er organisert, metodisk og flink til å reflektere
- God kunnskap om IT og hvordan presentere relevant informasjon på en organisert måte

Vi oppfordrer kvinner til å søke. Du kan søke med elektronisk CV og brev til [gregg@glimt.no](mailto:gregg@glimt.no).

Lønnen vil være 450.000 kroner-500.000 NOK, avhengig av erfaring og kvalifikasjoner. Søknadsfrist 28.Mars 2022.

**Vi ser etter trenere hvis nåværende situasjon gjør at de kan begynne å jobbe innen 1. mai 2022.**

Generalpartner:



[www.glimt.no](http://www.glimt.no)



<b>JOB TITLE</b>	Individuell Spillerutvikler
<b>DEPARTMENT</b>	Academy
<b>REPORTS TO</b>	Academy Leader
<b>RESPONSIBLE FOR</b>	-
<b>LOCATION</b>	Aspmyra. You will also be required to travel to Nordlandshallen and other sites regularly.
<b>PURPOSE OF THE ROLE</b>	<p>The role of Individuell Spillerutvikler is fundamental to the long term vision of FK Bodø Glimt in developing the best young players from the North of Norway. They are responsible for the operational implementation of the individual development plans, working under the Academy Leader and A-Lag coach.</p> <p>The Individuell Spillerutvikler will oversee the individual development of players aged 13-19 in Glimt-Akadmiet and national hospitants outside the club . The coach will ensure that individual development plans are devised, delivered and reviewed with the player’s input. Alongside this, they will assist in the succession planning/identification of players within the club, allowing the Elite players in the group to fulfil their potential.</p> <p>The role will assist with the selection of players into the school programme (NTG) and oversee the transition of players from outside the area into the Club. They will assist with the delivery of individual football sessions within the school programme.</p> <p>The Individuell Spillerutvikler will conduct player reviews three times per season in relation to players’ individual learning objectives. Communication to players and parents is a key part of the role.</p>
<b><u>Key Tasks / Responsibilities</u></b>	<ul style="list-style-type: none"> <li>• Oversee the individual development plans of all identified players in Glimt-Akademiet.</li> <li>• Implementation of the individual training sessions to achieve the Club's objectives for the work of player development.</li> <li>• Ensuring bridge players within the club continue to receive individual development sessions to complement their team training plan in liaison with G19 and A-Lag coaching staff.</li> <li>• Oversee the individual development plans of all identified players in the North of Norway, including regular player visits and feedback with parent clubs.</li> <li>• The main responsibility for good communication with the coaches group for the implementation of individual development plans.</li> <li>• Participating in structured individual player meetings, a minimum of 3 times per season.</li> <li>• To coach weekly within the other age groups within the Academy on a pre-agreed cycle, and to assist if there are shortages due to illness/absence.</li> <li>• To contribute to the mapping of the players in the local area through placements and observation. Including a responsibility to update the Club's player list and profiles on external players.</li> <li>• To produce individual clips for identified players in games.</li> <li>• To ensure formal session plans and registers are produced for every session and uploaded daily onto XPS.</li> <li>• Flexible working hours, eg. weekdays, evenings, weekend</li> </ul>

<u>Attributes</u>	<p><b>All applicants should be:</b></p> <ul style="list-style-type: none"> <li>• Able to identify, develop and support football talent.</li> <li>• An understanding and ability to work within a multi-disciplinary team</li> <li>• Self-motivated and committed</li> <li>• Able to plan strategically, and operate in an organised and co-ordinated manner</li> <li>• Confident and able to work individually and as part of a successful team</li> <li>• Plan around fixed deadlines, display excellent problem solving skills, initiative &amp; sensitivity</li> <li>• In possession of excellent interpersonal and communication skills</li> <li>• Demonstrate a strong knowledge of football tactics, player fitness and development</li> <li>• Computer literate</li> <li>• Able to drive</li> </ul> <p><b>All applicants should have the following qualifications:</b></p> <ul style="list-style-type: none"> <li>• UEFA A-Licence</li> </ul> <p><b>All applicants would benefit from the following:</b></p> <ul style="list-style-type: none"> <li>• UEFA Pre-Licence Experience within a top European Academy</li> <li>• Demonstrable knowledge of the player development pathway between the ages of 13 and 19.</li> <li>• Experience as a Asst/Head Coach at 1<sup>st</sup> Team level in Football</li> <li>• Experience of Norwegian senior football (2<sup>nd</sup>/3<sup>rd</sup> division)</li> <li>• Teaching Qualification in PE/Sport</li> <li>• Degree/Masters/Postgraduate in Sports Sciences</li> <li>• Experience as a Football Player at Junior/Amateur/Semi-Professional/Professional level/Premier League</li> <li>• Evidence of Continued Professional Development (CPD)</li> </ul>
<u>Other</u>	<ul style="list-style-type: none"> <li>• Hours of work will be 40 hours per week, to be agreed with your line manager.</li> <li>• The job involves working unsociable hours and weekends.</li> <li>• You may be asked to undertake additional duties to those above, either on a temporary or permanent basis, which the Club reasonably believes you are capable of carrying out, or for which you will be trained.</li> <li>• Relevant professional, ethical and health and safety standards apply to this role</li> </ul>
<u>General information</u>	<p>The Employee must at all times carry out his/her responsibilities with due regard to the Club policies and procedures, in particular Health &amp; Safety, Financial Authorisation, Confidentiality and with regard to the Data Protection Act.</p> <p>The Employee must ensure a positive commitment towards equality and diversity by treating others fairly and not committing any form of direct or indirect discrimination, victimisation or harassment of any description and to promote positive working relations amongst Employees and customers. The above Job Description is not intended to be exhaustive, the duties and responsibilities may therefore vary over time according to the changing needs of the Club.</p>

<u>Key performance indicators</u>	<p><b>General</b></p> <p>Applicants will:</p> <p>Behave appropriately and professionally at all times, considering his/her actions and the implications on their self-image and that of the Football Club as a whole. They will ensure high personal standards of appearance and conduct, and promote a working environment where respect and consideration for others is important.</p> <p>Demonstrate a positive and enthusiastic attitude at all times, and be prepared to go the extra mile. They will be receptive to new ideas and take feedback on-board and use it to their advantage.</p> <p>Conduct their duties to a high standard, be organised and able to meet set deadlines. They will strive for excellence within their work and demonstrate attention to detail. Have a holistic, player-centred approach within their duties, identifying the players' needs and demonstrating a passion for meeting these. They will build relationships with the Academy players and strive to develop them as people as well as footballers.</p> <p><b>Specific</b></p> <p><i>To be developed with role-holder</i></p>
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**JOB DESCRIPTION AGREEMENT**

Employee Signature:		Date:	
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Line Manager Signature:		Date:	
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