



Kent Phoenix Youth American Football Club

Role Description

Role title: Head Coach, South East Legion (Kent Phoenix under 19 squad)
Location: Shepway Green, Maidstone, Kent, ME15 7JN
Employment type: Voluntary role

Introduction

Following our success as Division Two national champions in 2026 and the retirement of our Head Coach and our Offensive Line Coach at the end of the season, we are seeking a new Head Coach to lead us into u19 Division One in 2027.

How to apply

Please email a Covering Letter and sporting CV to Michelle Carr, chair@kentphoenix.co.uk to express your interest in the role. *If you have any questions you would like to discuss before applying, you are also welcome to contact Michelle via email in the first instance.*

Main duties and responsibilities

- To be responsible for leading the under 19 playing squad, coaching the team, and along with the Board and coaches of all age groups, creating a culture and environment that drives high performance in all areas – Football, Academics and Character.
- To lead, plan and implement a coaching programme for the under 19 squad to allow them to compete to the best of their abilities in competition, and create an environment where the team and individuals are supported to develop and succeed. This work includes:
 - setting team ethos and values and fostering a positive and inclusive environment;
 - group and individual technical and tactical coaching,
 - the creation of training programmes for pre-season, in-season and off-season;
 - using game footage and statistics to improve player and team performance;
 - ensure compliance with all league and organization rules and regulations;
 - encouraging player participation in regional and national teams, NFL Academy and other structures that enable players to eventually 'outgrow' our Club.
- To liaise with their assistant coaching staff to ensure fair and transparent team selection for fixtures and competitions.
- To liaise with parents where necessary to answer questions and encourage a rounded approach to players' performance on the field, but also with concern for their academics and other interests off the field.
- To work with the club's Board to develop and implement a fair and transparent talent identification system, including an effective trials/introductory session process.

- To mentor volunteer/assistant coaches within the programme and assist with the recruitment of assistant coaches (where appropriate) to build out the coaching staff.
- To support the education and growth of student-athletes as individuals, signposting towards appropriate avenues of support, including mental health support.
- To represent the Club at all times in a positive manner.

Requirements

- Coaching experience in American Football and the ability to lead and develop players, coaches and support staff.
- A BAFCA Level 1 qualification (essential) or Level 2 (desirable). If candidates don't have Level 2 yet or a former player is hoping to coach for the first time and get their Level 1, we would expect them to commit to achieving that promptly. We are happy to entertain such applications if the candidate brings other strengths to the role.
- Demonstrable experience of working with children and young people (essential); A background in teaching or developing young adults (desirable).
- Good organisational skills and the ability to delegate in order to plan both training sessions and gamedays.
- Good communication skills to inspire players and coaches, and liaise with parents and club volunteers (including the club's Board).
- A commitment to developing their own skills through regular CPD via BAFCA, and a philosophy that encourages their assistant coaching staff to do likewise.
- Since the club solely works with children and young people, an Enhanced DBS check and safer recruitment process is a mandatory requirement.
- A commitment to updating other training including safeguarding training and safety training (e.g. concussion protocols, first aid, CPR) is also necessary.

What we offer you

- A pipeline of talent from u11 through to u19 with over 80 players in the club. 28 players from our current u19 team will be eligible to return in 2027.
- A solid support structure with a dedicated Board, a diverse group of club coaches in all age groups with playing and coaching experience, and a good volunteer support staff.
- Excellent range of equipment include Sleds, Power Blaster, Cages, Jugs machine, Guardian Caps. Off-field technology including Veo camera and digital screens. We have an ongoing commitment to renewing helmets and shoulder pads and other kit for the players. For example, 20 new helmets were purchased in 2026.
- Financial stability as a club, and a dedicated clubhouse solely available for our use.
- Financial subsidies for you to undertake BAFCA qualifications (whether L1 or L2) and a contribution towards your travel/accommodation costs to attend the annual BAFCA convention.
- Financial support towards the purchase of your coaching uniform.

Practicalities

BAFA Division Two's fixtures are always on a Saturday. Division One plays on Sundays. The regular season runs from April to July with the playoffs taking place in August. Our club has recently moved to training on a Saturday morning from 10 a.m.

About Kent Phoenix

The Kent Phoenix has participated in British American Football since 2016. Based in Maidstone, Kent, we are a club dedicated solely to children and youth participation in American Football. Flag (non-contact) football is played by the under 11s and under 14s, then kitted (contact) football for under 16s and under 19s.

There are adult teams in Orpington and Canterbury and BUCS football at the University of Kent. However, for children and young people who are reliant on their parents for transportation and/or are too young to travel alone on public transport, a club in the heart of Maidstone provides the opportunity for them to participate in ways that would otherwise not be possible if they had to travel 30 or 40 miles to find a team.

Over the last ten years, we have welcomed hundreds of children and their parents to the club. We do draw from quite a wide area but our home in Shepway, Maidstone is 1,061st out of 12,161 on the deprivation index nationally and so, despite the Covid pandemic and some years when we have lost more games than we have won, we're most proud of the way in which we open up new life opportunities to young people through the great sport of American Football.

In the last decade, twelve children from the Kent Phoenix have been selected to represent Great Britain at either cadet, under 17 or under 19 level in both flag and kitted versions of the game. We were particularly pleased last year to see our first female international player and this year our first international player after an under 19 player was picked to represent Poland.

As a club, we want to continue to build for the future and our ambition is to become a leading force for flag and contact football for children and young people in Kent.

About our under 19 squad (the South East Legion)

The Legion are the current Division Two (7v7 format) National Champions of the BAFA under 19 league. The squad has competed for the last three seasons at that level. In 2026, we finished the season undefeated at 10-0 and we won both the South-East division and then the National Championship. In 2025, we finished third in the nation. Over the last two years, our playing record is 19 wins, 1 loss.

The 2026 squad included over 30 registered players with a good mix of rookies and u16 graduates, one or two transfers and a high number of returning players from the 2025 team. We have two current Great Britain internationals, a Polish international, a former GB player, and a further Team South player last year. One player started at the NFL Academy this August. In 2027, there are 28 players eligible to return (including four graduating up from the under 16 team).