

Assignment 2: Creating Your Dream Job

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### Introduction

My dream job is to be the manager of Liverpool Football Club. This paper exemplifies this job's job description, job specification, its compensation and benefits package, and its performance appraisal program to assess its job performance.

### Discussion

#### **Job Description**

**Job Title:** Manager Liverpool Football Club (LFC)

**Job Location:** Liverpool, England.

**Job Summary:** To manage the LFC's first team with the objective of winning the Barclays Premier League (BPL) each year and to win and qualify for the UEFA Champions League each year followed by triumph in the domestic cups such as the Capital One Cup and the FA Cup.

**Reporting to:** Fenway Sports Group (FSG) who are the owners of Liverpool Football Club (LFC).

**Working Conditions:** Highly competitive due to intense competition from other football clubs in the premier league and competing with the best football teams in Europe in the Champions League.

**Job Duties:** To win trophies and develop the team for the future by investing in the LFC's youth academy.

**Machines to be used:** Melwood training facilities.

**Hazards:** Player injuries (Barros et al., 2009).

## **Job Specification**

The manager needs to have a professional degree as a football coach and minimum ten year experience as a team manager of division 1 football leagues all across Europe (Massey et al., 2009). The manager needs to possess exceptional interpersonal, technical and conceptual skills. The manager needs to be emotionally strong to manage the team during difficult and challenging times.

## **Compensation and Benefits Package**

Liverpool Football Club (LFC) is one of the most prestigious football clubs in England and the only English club that has been the most successful in European competition (Bozeman & Fay, 2013). Therefore, the job of an LFC manager is one of the most rewarding and lucrative jobs in the world and require great compensation. The compensation and benefits package for the manager is as follows:

### **Compensation**

Salary: £5 million a year.

Performance Bonus: £1 million a year.

### **Benefits**

Mansion, Car, Utility allowances, child tuition fee and paid holidays.

### **Rationale for Compensation and Benefits Package**

The club's manager is compensated exorbitantly because it is a highly competitive job and a lot of stress comes with it. Moreover, the job is one that is very demanding as LFC is one of the biggest football clubs in the world and certain objectives must be met each year if the manager is to remain employed (Flores et al., 2012). However, this package has been devised considering the similar level of packages that are awarded to other club managers in the league.

### **Performance Appraisal**

Since this is just a single position at the organization as there is just a single manager, who is in charge of the team, his performance is assessed on the basis of the league season goals that are set by the owner of the club (Hughes et al., 2010). For example, the league objective is to win the league, then the performance of the manager will be assessed as to whether the team has won the league or not.

### **Rationale for Performance Appraisal**

The nature of the league and the competitions in which the club participates, the goals are clearly defined and in quantitative terms which makes the process of performance appraisal very easy (Frick et al., 2010). The owners of the club can easily assess the performance of the manager by seeing if their set goal of winning the league has been achieved by the manager, as a team can either win or not win, there is no third outcome.

### **Conclusion**

The paper exemplifies my dream job and briefly discusses its job description, job specification, compensation and benefits packages and performance appraisal programs that can be used by the upper management followed by its rationale.

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