**Role Profile and Person Specification**

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| **Job title**  | Coach Mentor  |
| **Reports to**  | Football Development Manager  |

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| **Job purpose(s)**  |
| * To support the development of coaches in grassroots football
* To develop and deliver a programme of support for coaches within Grassroots Football
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| **Responsibilities**  |
| * Organise, register and deliver Coach Development events in allocated clubs (target of two events per club aiming for at least 15 coaches to engage per event).
* Establish a coach development group/community of practice within allocated club
* Signpost coaches to National/Regional and local Coach Development opportunities
* Advise/guide and share resources to support coaches
* Engage new FA Introduction to Coaching Football coaches within allocated clubs, supporting to link them with the club’s events as well as targeted County specific development offer
* Support allocated club to target and encourage coaches within club teams without a qualified coach to engage them in the development offer and signpost to progressing onto the FA Playmaker & FA Introduction to Coaching Football courses.
* Ensure that grassroots football is inclusive, diverse and reflective of local communities.
* Contribute to ensuring that safeguarding and equality are embedded throughout the Cheshire FA and grassroots football.
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| **Person specification**  |
| **Qualifications**  |
| **Essential*** FA Level 2 (August 2016 onwards) or FA Level 2 (prior August 2016) with Youth Modules 1 & 2
* In date FA Safeguarding Children Course
* In date FA Introduction to Coaching Football
 | **Desirable** * FA Mentoring Adults Course/ Developing Coaches through Mentoring
* UEFA B (FA Level 3) or working towards UEFA B
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| **Knowledge, Skills, Attributes** |
| **Essential** * Coaching environments
* Matchday environments
* Grassroots Football
* How people learn
* Reflection skills
* Needs Analysis
* Observation skills
* Providing feedback
* Questioning
* Listening
* Patience
* Attentiveness
* Empathy
* Assertiveness
* Trust
* Persistent
* Resilient
 | **Desirable**   |
| **Key Skills and Experience**  |
| **Essential**   * Experience of supporting and developing coaches
* Understanding of FA LTPD model
* Knowledge and understanding of the reflective practitioner
* Experience of undertaking a Mentoring role
* Minimum of 5 Years’ experience of coaching in football across a range of age groups
* Understanding of how a grassroots club operates
* Modern, progressive approach to coaching and learning
* Management and leadership skills
* Commitment to the development of excellence and the promotion of lifelong learning
* Ability to respond to the developmental needs of individual coaches
 | **Desirable** * Knowledge and understanding of Football and coach development
* Experience of working and supporting coach development
* Experience of mentoring coaches within grassroots football
* Formal mentoring qualifications
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| **Enhanced DBS Check required?**  |  YES   |
| **Clean, full driving licence?**  |  YES  |

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| **Coach Mentor Specifics:** |
| **Delivery** | Casual – evenings and weekends – minimum of 20 hours (10 hours per allocated club) |
| **Location** | Various Locations across Cheshire within allocated grassroots clubs    |
| **Fee** | £25 per hour in-person hourly delivery rate |
| **Professional development** | On-going bespoke development activity based |
| **Mandatory training** | In date FA CRC, Safeguarding Children, First Aid and required CPD in order to maintain highest coaching qualification validity |
| **Contract type**  | Zero Hours Contract (until 1 July 2023)  |

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| **The job holder will be expected to understand and work in accordance with the values and behaviours described below**  |
| **CCFA values**  | **Behaviours**  |
| PROGRESSIVE  | **Embraces new thinking in pursuit of continuous improvement:** * Identifies the need for, and actions change in direction, practice, policy or procedure.
* Questions the way things are done and takes informed risks.
* Continuously seeks to improve efficiency and performance.
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| RESPECTFUL  | **Sets the standards for respectful behaviour across the game:** * Maintains people’s self-esteem when interacting with them.
* Avoids pre-judgement when listening to suggestions from others.
* Seizes the opportunity to apply FA standards at all times.
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| INCLUSIVE  | **Champions and ensures that football is, and will remain, a game for *everyone:*** * Openly collaborates with colleagues and partners in the game
* Provides equal opportunity to people of different backgrounds, experience and perspective
* Seeks out and embraces new ways of thinking and working.
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