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Job Title:	Football Development Officer (Disability)	Reports To:	Head of Football Development & Investment	Grade:	N/a
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Role Purpose:

Unite the game through the strategic coordination of all disability football provision across the Hertfordshire Football Association area

To influence and support the growth and retention of disability football in accordance with the Hertfordshire Football Association business plan, ensuring all targets are met

Direct Reports: N/A

Key Accountabilities:

- Work strategically to align current and future disability football provision, ensuring an integrated approach across the County FA, local Premier League and English Football League Trust Club networks, alongside key partners from across the disability, health, education and community & voluntary sectors
- Achievement of the disability player numbers as laid out in the HFA strategy and operational plans
- Retain and grow the number of affiliated disability football teams with a particular emphasis on the growth of youth and female teams within FA Charter Standard Club structures
- Strategically coordinate the delivery of a network of registered disability recreational football centres for male and females across all age groups
- Embed research, insight and effective measurement into planning, decision making and delivery across disability football to ensure accurate data collection across programmes that address the priority areas for disability football and meet the needs of disabled people
- Develop and support leagues and clubs that are safe and inclusive of disabled participants through delivery of a programme of services ensuring modern, fit for purpose league and club structures are in place
- Deliver a comprehensive workforce plan that supports disability football across coaches, referees, volunteers and young leaders and is inclusive of disabled people
- Lead and deliver against the disability talent development programme within the County
- Raise the profile of good news stories and the range of disability football opportunities across the pathway
- Ensure compliance with HFAs health and safety policies
- Ensure that the HFA effectively implement and maintain the FA's Minimum Operating Standards for Safeguarding within Football.
- An understanding and awareness of generic Equality law and of good practice within sports Equality
- Executes additional tasks as required in order to meet CFA's changing priorities.

Living the CFA Group Values through Our Behaviours

FA Behaviours:

- **Progressive** - We embrace new thinking in the pursuit of continuous improvement
Innovation, Creative, Future thinking, Ground-breaking, Problem Solving, Challenge
- **Respectful** - We set the standards for respectful behaviour across the game
Maintaining Standards, Role modelling, Respecting others' opinions and values
- **Inclusive** - We champion and ensure that football is and will remain a game for everyone
Championing, Supporting, Including, Leading, Collaborative
- **Determined** - We are tenacious and accountable to each other in serving the whole game and doing the right thing
Driven, Stamina, Tenacious, Focused, Resilient
- **Excellent** - The very best outcome can only be achieved by sustained excellence in performance
Be the best you can be, Striving for success, Excelling, Exceeding expectations

County FA Behaviours:

- **Trust** – I trust my colleagues to deliver with quality
- **Respect** – I respect the opinion of those around me
- **Teamwork** – I will listen and empathise to build trusted relationships

- **Efficiency** – I will encourage new and simple ways of working
- **Honesty** – I work transparently and confidentially

Essential Skills:	Desirable Skills:
Knowledge <ul style="list-style-type: none"> • Knowledge and understanding of disability sport structures and development pathways at local, regional and national level • Knowledge and understanding of football / disability football structures and development pathways at local, regional and national level • Knowledge of The FA's National Game Strategy • Commitment to sports equality and knowledge of the barriers facing underrepresented groups, particularly those with a disability • Demonstrates a working understanding of inclusion, equality and anti- discrimination, safeguarding and best practice • Knowledge of relevant funding agencies Experience <ul style="list-style-type: none"> • Minimum 2 years practical experience of Sports / Football Development • Interest and passion for disability football Technical Skills <ul style="list-style-type: none"> • Ability to work strategically with partner organisations across different sectors to plan and deliver football programmes • Project management skills and experience – to plan, set and achieve objectives within strict deadlines • Report writing • Excellent IT skills • Excellent communication skills using traditional, modern and emerging media • Experience of monitoring and evaluation of programmes • Driving licence 	Knowledge <ul style="list-style-type: none"> • Educated to degree level • Sports development / other relevant qualification • Knowledge of the service providers that support people with a disability both Nationally and within the County FA locality • An understanding of the challenges associated with running disability football clubs and leagues Experience <ul style="list-style-type: none"> • Budget / resource management
Enhanced CRC Check Required:	YES
Clean Full Driving Licence:	YES

Created by:	Steve Maker
Date Role Profile Created:	03/05/2019
Signed by Role Holder:	