**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 |
| **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 |
| **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. |
| 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. |
| 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. |