

DERBYSHIRE FA



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FOOTBALL DEVELOPMENT OFFICER
(Workforce & Male Pathway)

VACANCY PACK



CONTENTS

The Role	1
About Derbyshire FA	2
Role Description	3
How to Apply	4
Selection Process	5

1. THE ROLE

We're looking for a new Football Development Officer (Workforce & Male Pathway) to lead and support the growth, retention and development of the grassroots football workforce and male participation pathway across Derbyshire. The role will drive volunteer development, strengthen club and league networks, enhance player pathways from youth to adult football, and create inclusive, sustainable opportunities for participation across all formats of the game

We are seeking to recruit an inspiring, dynamic and highly motivated individual with a proven track record in sports development.





2. ABOUT DERBYSHIRE FA

Derbyshire FA is the governing body for football in Derbyshire. We are responsible for leading, serving and developing the game at grassroots level.

We are on a mission to support and connect with the footballing community in Derbyshire, providing a safe and inclusive environment for all.

We pride ourselves on the following values:

INNOVATION

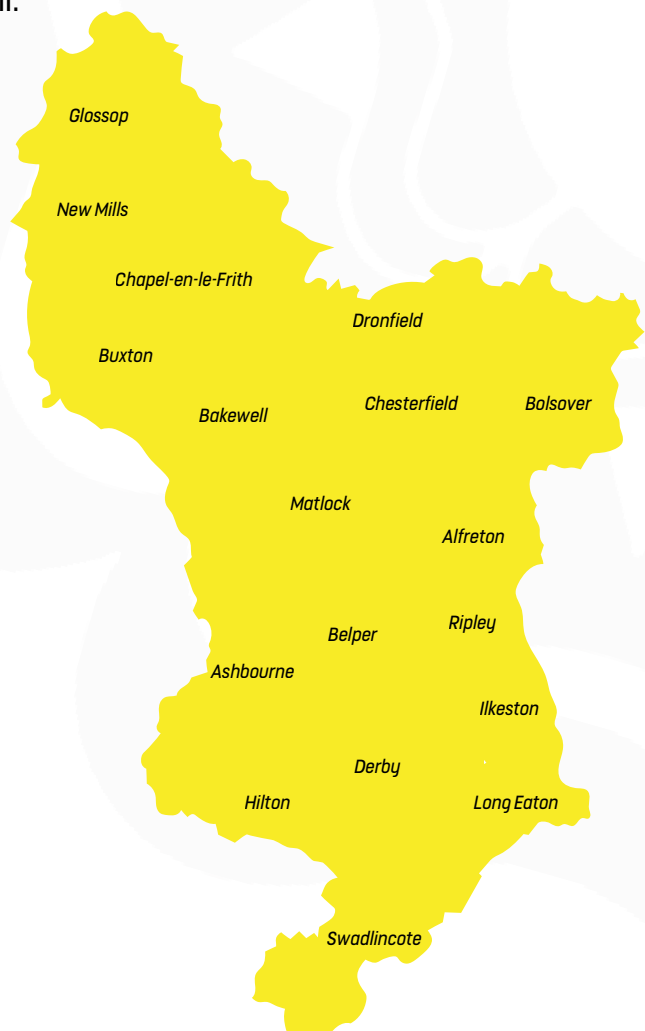
Adopting new technologies and digital platforms for training and communication, encouraging creativity to our community.

INSPIRATION

Showcasing success stories, celebrating local talent and leading by example with teamwork, perseverance, and fair play.

INCLUSION

Implementing programs that ensure underrepresented groups can participate in all areas of football.





3. ROLE DESCRIPTION

Role Title	Football Development Officer (Workforce & Male Pathway)
Reports to	Football Development Manager
Location	Derbyshire FA, 8 & 9 Stadium Business Court, Millennium Way, Derby, DE24 8HP
Salary	£28,000 - £34,000

JOB PURPOSE

- To support delivery of The FA Grassroots Football Strategy and the Derbyshire County FA Business Strategy.
- Produce and deliver an annual Volunteer Workforce Strategy to support high-quality workforce opportunities across grassroots football.
- To create, maintain and communicate an inclusive player pathway for male participation through education, recreation, competition, and talent to support growth and retention KPIs.
- To support the adoption of FA technology systems across grassroots football.
- To comply with FA rules, regulations, policies, procedures and guidance that are in place.
- To support in the delivery of diversity and inclusion targets and in creating a more inclusive culture across the CFA.
- Ensure that the CFA effectively implement and maintain the FA's Safeguarding 365 Standard within Football.

JOB RESPONSIBILITIES

Workforce:

- To support the delivery of the FA Volunteer Strategy.
- To identify key volunteers to help establish Volunteer Network Groups.
- To support England Football Accredited Clubs to produce their own Volunteer Plan.
- Deliver a programme of services to club and league volunteers, with an emphasis on gaining more England Football Accredited clubs and leagues.
- Provide appropriate records, statistics and reports which will assist with the monitoring and reviewing of workforce targets and objectives.
- Provide the highest level of customer excellence to support volunteers across all FA Technology systems (FA Events, Whole Game System, Matchday app and Full-Time).
- To redevelop and establish a youth leadership programme which supports the delivery of CFA projects and programmes.
- To lead on the Derbyshire FA Youth Leadership Academy.



Male Pathway:

- To lead a coordinated approach to ensure a positive outcome on the Male Pathway KPI by 2028.
- Map casual and team-based opportunities in clubs, community organisations and target gaps in male football provision across key programmes, age groups and formats.
- To develop an overview as to how youth male football is played and structured in the county both the affiliated and recreational game to respond to areas of need or opportunity.
- To lead and support clubs & leagues on the implementation of Future Fit (Youth Football).
- Coordinate & deliver the matchday experience for the Derbyshire FA Future Fit Leagues and festivals.
- Support the planning, implementation and piloting of new FA initiatives
- Utilise and deploy all aspects of national FA support to help improve player choice.
- Lead on the growth and development of existing and new teams within male leagues across all ages and formats of the game.
- Retain and grow the number of affiliated male football teams with an emphasis on creating play pathway opportunities within England Football Accredited Clubs.
- To give specific focus on the Male Football drop out age (16yrs +) with the intention of creating a robust & sustainable pathway into Male Adult Football in Derbyshire.
- To develop an overview as to how adult male football is played and structured in the county both the affiliated and recreational game to respond to areas of need or opportunity.
- Embed research, insight and effective measurement into planning, decision making and delivery across the game to meet the needs of the players.
- To deliver a comprehensive workforce plan that supports male football across coaches, referees, volunteers and young leaders.
- To raise the profile of grassroots football and communicate the range of football opportunities across the pathway.
- To establish a constructive working relationship with the key organisers of male football. Develop regular contact with these stakeholders as well as forums to bring them together with other similar leagues and organisations.
- Identify sources of funding to benefit to grassroots football and provide appropriate advice and support to applicants.

**Education:**

- Work collaboratively with and through local strategic networks within education and the community to support the growth and retention of players driven through key FA programmes.
- To liaise with and support Derby College & Chesterfield College (participation) (16-19)
- To liaise with and support University of Derby (participation) (19+)
- To lead and support ESFA & Derbyshire Schools FA competitions programme.
- Facilitate the movement of male players transitioning from youth to adult and school to community provision.

Small Sided & Recreational:

- To provide or facilitate the development of other formats of football that reflects changing participant behaviour and expectations.
- To work in partnership with key Small Sided stakeholders to lead, deliver and capture male participation.
- To sustain current youth male recreational (11-16) programmes in partnership with current providers.
- Retain and grow the number of casual opportunities to play using FA Sessional Programmes such as FA Just Play.
- To support and develop Walking Football provision across Derbyshire.
- To support and develop Futsal provision across Derbyshire.

**Safeguarding:**

- To work in accordance with The FA Safeguarding 365 criteria and abide by the Safeguarding Codes of Conduct.
- Listen to and consult with under-18s on their experiences of grassroots football as part of the CFA Youth Engagement Strategy.
- Risk Assess all events and activities where the CFA directly employ or deploy under -18 referees, coaches and volunteers.
- Support messaging so that under-18 s in youth and open-age adult CFA-led football know how to report any concerns about their wellbeing.
- Liaise with the Safeguarding & Discipline Manager and follow through on opportunities to listen to and consult with under-18s on their experience of playing, learning and volunteering.
- Make use of young people and adults at risk feedback to enhance the experience and fun and safety in football.
- Contribute to ensuring that safeguarding and equality are embedded throughout the DCFA and grassroots football across Derbyshire
- Ensure contract agreements are in place with all contractors (facility hire, consultants etc.) and these outline the requisite safeguarding responsibilities and accountabilities for all parties.

County Support:

- To support CFA engagement via improved data gathering, research & insight and targeted communications
- Ensure compliance with CFA's health and safety policies.
- Develop activities and campaigns which will support the achievement of our diversity and inclusion targets.
- To represent the CFA with internal and external stakeholders, campaigners and networking groups, positively engaging, and informing on diversity and inclusion targets and activities.
- Support key marketing initiatives through the delivery of bespoke events and networks
- To support and deliver RESPECT messages in support of raising standards across the game.
- To carry out any other duties prescribed by the Chief Executive Officer when necessary.
- To assist the Football Development Manager on the delivery of the National Game Strategy at a local level.
- Executes additional tasks as required to meet CFA's changing priorities.



Knowledge/Experience/Technical Skills/Behaviours

ESSENTIAL

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DESIRABLE

- A qualification in sports development.
- Practised at developing networks and relationships with a variety of stakeholders to support the delivery of strategic priorities.
- Previous experience of developing capital sports projects.



The Role Holder will be expected to understand and work in accordance with Derbyshire FA values and behaviours as described below.

DCFA VALUES	BEHAVIOURS
INNOVATION	EXCITING WAYS TO DO NEW THINGS
INSPIRATION	LEADING AND MOTIVATING ALL OUR VOLUNTEERS WITHIN THE GAME
INCLUSION	FOOTBALL FOR ALL



4. HOW TO APPLY

- Complete the [Online Application Form](#) by **5pm Monday 29th June 2026**. Please note that no applications will be accepted after this time.

Please prepare:

- A CV setting out your career history, achievements and preferred contact details
 - A supporting statement (or covering letter) of no more than two pages, which fully addresses the criteria in the job description and person specification
 - Details of two referees who can speak authoritatively about you together with a brief statement of the capacity and over what period of time they have known you.
- Complete the [Equality and Diversity Monitoring Form](#). Please note that completing this form is entirely voluntary.

5. SELECTION PROCESS

- Interviews will take place on **Thursday 9th July 2026**.

If you would like to find out more about the role, please contact:

- Alexander Walker, Derbyshire FA, Football Development Manager | alexander.walker@derbyshirefa.com





**DERBYSHIRE COUNTY
FOOTBALL ASSOCIATION**