



For the upcoming 2021-2022 football season, we are looking for a number of university placement interns to support our delivery of the Hampshire FA operational plan and The FA's Grassroots Football Strategy 2021-24.

We are looking for students to specialise in **one or more** of the following areas with the option of **flexible working** across the county, including our hub sites. Below you can find a brief description of roles and where they are likely to be based (due to the ongoing impact of Covid-19, these are all flexible). On the following page you will find the core skills, experiences, roles and responsibilities which are required of you regardless of which of the roles you choose.

Dependant on your chosen role you will either be reporting into Football Development Manager, Adult Male Football Development Officer, Women & Girls Football Development Officer, Facility Operations Manager or Front Lawn Community Hub Facilities Manager.

The following statements should give you a flavour of what each role entails and what is expected of you if you once you have chosen a specific area of work:

**Male Football Development Intern** (Flexible working location)

- Support the delivery of league and club engagement projects (Early Warning System & Play On Website)
- Support the delivery and development of affiliated and recreational male football
- Deliver male football development specific projects (Play On Leagues & Just Play)

**Women & Girls Football Development Intern** (Flexible working location)

- Support the growth of affiliated and recreational female football
- Support the development of a more diverse workforce through female coaches, referees and volunteers
- Deliver female football development specific projects (Euro 2022 Legacy)

**Equality, Diversity & Inclusion Intern** (Flexible Working Location)

- Support Inclusion Advisory Group
- Support in delivery of Equality Data Audit
- Deliver equality, diversity and inclusion specific projects

**Football Development Intern** (Stoneham Lane Football Complex, Southampton)

- Support the site staff in operational tasks such as opening/changeover/closing; managing bookings; working the bar/reception/kitchen and pitch maintenance
- Develop recreational football development projects for the local community and to maximise usage of site (predominantly during off peak times)
- Deliver development projects on behalf of development team at the site

**Sports Development Intern** (Front Lawn Recreation Ground, Havant)

- Support the site staff in operational tasks such as opening/changeover/closing; managing bookings; working the bar/reception/kitchen and pitch maintenance
- Develop recreational sports/football development projects for the local community and to maximise usage of basketball, netball and tennis on site
- Deliver development projects on behalf of development team at the site

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### Key Skills and Experience Required:

<b>Essential</b>	University placement student
	Passion for sports/football development
	Ability to work strategically with partner organisations to deliver programmes and courses
	Ability to work as part of a team and also to demonstrate the use of individual initiative
	Goal setting
	Excellent communication and presentation skills
	Monitoring and evaluation
<b>Desirable</b>	Demonstration of equality in action
	Knowledge of the structure and organisations within sport/football
	Knowledge of Hampshire FA priorities and hub sites
	Knowledge of Sport England's funding priorities
	Experience in sourcing external funding to support initiatives

### Key Roles & Responsibilities:

<b>Tasks &amp; Responsibilities</b>	Support Hampshire FA's delivery of their operational plan against The FA's National Game Strategy
	Support maintenance of FA Safeguarding Operating Standards
	Support the delivery of the Equality Action Plan
	Work closely with key partner leagues, clubs and other external stakeholders
	Represent Hampshire FA with distinction and field queries effectively whilst adhering to the Customer Charter
	Recruit, inspire, motivate and reward workforce to support delivery
	Actively seek funding opportunities to support and enhance delivery
	Support the wider Hampshire FA workforce

HFA Values	Expected Behaviours
<b>PROGRESSIVE</b>	<ul style="list-style-type: none"> <li>Identifies the need for, and actions change in direction, practice, policy or procedure.</li> <li>Questions the way things are done and takes informed risks.</li> <li>Continuously seeks to improve efficiency and performance.</li> </ul>
<b>RESPECTFUL</b>	<ul style="list-style-type: none"> <li>Maintains people's self-esteem when interacting with them.</li> <li>Avoids pre-judgement when listening to suggestions from others.</li> <li>Seizes the opportunity to apply Hampshire FA standards at all times.</li> </ul>
<b>INCLUSIVE</b>	<ul style="list-style-type: none"> <li>Openly collaborates with colleagues and partners in the game</li> <li>Provides equal opportunity to people of different backgrounds, experience and perspective</li> <li>Seeks out and embraces new ways of thinking and working.</li> </ul>
<b>DETERMINED</b>	<ul style="list-style-type: none"> <li>Works relentlessly to overcome roadblocks or obstacles to achieve the goal.</li> <li>Remains focused on seeing agreed goals through to completion taking pride in their work.</li> <li>Maintains motivation for their team and themselves.</li> </ul>
<b>EXCELLENT</b>	<ul style="list-style-type: none"> <li>Seeks to achieve the highest levels of performance at all times.</li> <li>Can be committed to achieve a standard that others consider impossible.</li> <li>Supports others to go further and achieve more.</li> </ul>

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