



Community Champion Recruitment Pack

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Overview

Following the success of last season, we will again be deploying a team of Community Champions to support the Grassroots Game in 23/24. These roles will be aligned to ensure we have a skilled and empathetic workforce to support the growth of affiliated & recreational football for all communities who are currently disproportionately represented across the game.

‘To identify, recruit and support new coaches/volunteers from under-represented communities across grassroots football’.

To do this we will use a diverse workforce of people and integral allies from the communities in which we wish to extend the provision of football in a way that is right for them and their needs.

As part of our Community Champion offer, we have some principles of support that allow us to give structure to the roles. The roles will be:

- **BESPOKE-** Made for a particular need in a certain area or community to encourage and support new people into roles as deliverer, volunteer, and coach.
- **CONNECTED-** Work and are familiar within the community they wish to help, creating greater confidence for community members to ‘step over the side-lines’ and become involved with their local clubs.
- **PERSONAL-** Built on relationships and trust.
- **CREATIVE –** Being curious in finding new and appropriate ways of empowering, engaging, and inspiring others to feel they belong.

Our resource for Community Champions will be deployed within two distinct areas across the County FA network in order to best support our aims and objectives. Each role will be offered on a part time basis with deployment into one of the following areas:

- Diversity and Inclusion
- Women & Girls

Diversity & Inclusion Community Champion

Role Profile:

'To identify, plan, build and deliver support opportunities for black, Asian and ethnically diverse communities to get into coaching.'

Key Responsibilities:

- Delivery of 'Stepping over the Side-lines' workshops to historically underrepresented groups across the grassroots game.
- Support coaches from historically underrepresented groups to build their confidence and be ready to 'step onto the pitch' by providing practical, on-pitch support as well as signposting coaches to further opportunities to aid their development.
- Identify coaches/volunteers from ethnically diverse communities that can continue to support the new coaching workforce once the Community Champion support package finishes.
- Build relationships and collaborate with the FA Coach Development Team, County FA's, Coach Mentors, Community Champions and wider members of the grassroots delivery team to ensure a joint up and collaborative approach to coach development.
- Attend quarterly meetings aimed at providing clarity on work programmes, development opportunities and good practice sharing.
- Maintain records of the coaches and clubs/providers being supported.

Knowledge and skills:

- Personal Specification:

	Essential	Desirable
Qualification	FA EE Playmaker	Introduction to Coaching Football
Knowledge, skills and behaviours	Ability to build trust and develop effective working relationships with people of all ages and backgrounds	
	Ability to deliver practical sessions aligned to the holistic development of players, across a variety of age groups.	
	A role model to people from ethnically diverse communities and A connector of people and projects Understanding of challenges and barriers faced by people from black and Asian communities to get into coaching.	

	Knowledge and understanding of Diversity and Inclusion.	
	Flexible in approach with willingness to work some evenings and weekends, as well as travel across the County.	
Experience	Experience of volunteering within the local community	Experience of volunteering in grassroots football
	Experience of Building and sustaining relationships with charitable organisations, youth projects and education establishments.	
	Experience of leading groups	Experience of facilitating and engaging with players, volunteers, and parents.

Women & Girls Community Champion

Role objective:

'To identify, recruit and support new female volunteers to get into coaching'

Responsibilities:

- Delivery of 'Stepping over the Side-lines' workshops to recruit new female coaches to the grassroots game (inclusive of Weetabix Wildcats, Squad Girls Football, and affiliated football clubs).
- Support female coaches to build their confidence and be ready to 'step onto the pitch' by providing practical, on-pitch support as well as signposting coaches to further opportunities to aid their development.
- Identify coaches/volunteers that can continue to support the new coaching workforce once the Community Champion support package finishes.
- Build relationships and collaborate with the local football community, as well as the FA Coach Development Team, County FA's, Coach Mentors, Community Champions and wider members of the grassroots delivery team to ensure a joined up and collaborative approach to coach development.
- Attend quarterly meetings aimed at providing clarity on work programmes, development opportunities and good practice sharing.
- Maintain records of the coaches and clubs/providers being supported.

Personal Specification:

	Essential	Desirable
Qualification	FA EE Playmaker	Introduction to Coaching Football
Knowledge, skills and behaviours	Ability to build trust and develop effective working relationships with people of all ages and backgrounds.	Knowledge of FA strategy and the women & girls game.
	Ability to deliver practical sessions aligned to the holistic development of players, across a variety of age groups.	
	A role model for women and girls with an understanding of the challenges and barriers to coaching that they may face.	
	Flexible in approach with willingness to work some evenings and weekends, as well as travel across the County.	

Experience	Experience of volunteering in grassroots football.	Experience of volunteering within the local community.
	Experience of delivering activities to groups.	Experience of facilitating and engaging with players, volunteers, and parents.

Available Roles

W&G Community Champions (50 hour contracts)
Berks & Bucks FA
Shropshire FA
Guernsey FA
Nottinghamshire FA
Derbyshire FA
Isle of Man FA
Liverpool FA
Essex FA
North Riding FA

*Please note: There will be D&I roles advertised later this season.

Timeline

25th September-9th October: Recruitment Window open

9th-20th October: Shortlist for interview

23rd-30th October: Interviews take place - Video Interview online

Appoint: W/C 10th November

Online induction: Monday 20th November 6.30-8pm