



REFEREE DEVELOPMENT WORKING GROUP MEMBER

WHY APPLY FOR THIS ROLE?

Surrey FA is committed to increasing diversity and maintaining an inclusive workplace culture. We welcome applications from all candidates regardless of their ethnicity, race, gender, sexual orientation, age, marital status or whether they have a disability.

Surrey FA is embarking on an exciting part of its journey, as we seek to safeguard our status as a leading County FA. The role of RDWG is to support, advise and consult with the executive team and stakeholders to ensure Surrey FA remains a leading force of best practise for referees and referee development.

In a changing world, it aims to ensure refereeing and referee development is fit for the future with dynamic processes and practises.

The goals of the RDWG are suggested as follows:

- 1. To review the current structure, processes and procedures to ensure continuous operational improvement and best practise in refereeing to achieve and exceed FA Key Performance Indicators.**
- 2. Contribute to Surrey FA being a leading County FA for referee recruitment, development, and performance.**
- 3. To engage with clubs, leagues and partners to provide exceptional support for both referees and stakeholders.**
- 4. To ensure Referee retention and an exceptional experience when refereeing in Surrey and engaging with Surrey FA.**

You will have the opportunity to shape and drive this dynamic and forward-thinking group and to significantly benefit the experience of match officials in the grassroots community across Surrey.

WHAT YOU'LL BE DOING

- Support Surrey FA staff to achieve internal and external targets including designated FA key performance indicators (KPIs).
- Enhance experience of referees within the counties.



- Consults with external stakeholders (Leagues, Clubs, Referee Associations) where necessary to gather their opinions.
- Play an active role in helping the staff and board to identify opportunities to increase the diversity of referees and the Surrey FA referee workforce.
- Work closely with the Surrey FA Board, staff and stakeholders to fully understand what referees within the county need from Surrey FA and how we can best support them moving forwards.
- Drive the creation and delivery of new processes where required to improve administration, recruitment and development opportunities for referees.

YOU'LL HAVE

The successful candidate/s will have some knowledge and a genuine interest in football, notably the area of refereeing and/or referee development, although it is not essential for candidates to be an active referee in order to apply.

Skills and experiences required may include:

- Knowledge and understanding of barriers to under-represented groups.
- Diversity of thought and experience with regards to referee development.
- Skills and experience in refereeing/referee development.
- Stakeholder and partnership understanding.
- Understanding of change management in an uncertain environment.
- Stakeholder engagement and relationship management.
- Passion for refereeing and referee development.

Previous experience in a board or committee position is desirable but equally we are open to applications from individuals or members with the relevant skills and experience, looking to secure their first role of this type.

COMMITMENT

Time commitment

The group will meet 4-6 times per year, but there will be an expectation for members to communicate with and respond to Surrey FA staff regularly and in a timely manner. The position is voluntary and all reasonable travel and subsistence and expenses will be reimbursed.

Term of office:

Group members will be appointed for a one-year term.

Location:

Flexible. Meetings will normally be held in our offices at Meadowbank Football Ground, Dorking. However, arrangements can be made to attend virtually where required.



ABOUT SURREY FA

Surrey FA is the governing body for football across Surrey. We represent more than 61,000 players, across 631 affiliated clubs, 3632 teams, 17 leagues, 2601 coaches and over 1200 referees. SFA is a company limited by guarantee and a charity registered with the Charity Commission. We have 28 staff and a turnover of £1.3m.

SFA also operate the £8m Meadowbank Football Ground, the 3,000-capacity stadium with a FIFA Quality Pro 3G pitch. It is home to National League South side Dorking Wanderers FC as well as serving as a dedicated community venue for grassroots football. The facility is used to host our 28 County Cup finals.

Surrey FA's Board is made up of 12 Directors, supported by Committees and Working Groups to provide specialist experience and expertise to the Board and Executive team. Surrey FA's vision is simple; creating football opportunities for all. This is both representative of our passion for people to get involved, but also for our commitment to equality.

There are three key principles and values that guide Surrey FA in achieving our vision which is evident in everything that we do.

OUR KEY PRINCIPLES

- Excellence
- Inclusion
- Innovation

INTERESTED?

To apply for the role, please send a copy of your C.V. in addition to a one-page expression of interest statement to Craig Hicks at craig.hicks@surreyfa.com. This should outline why you believe yourself to be suitable for the role and how your skills and experience would positively impact the group and its ambitions.

If you would like an informal discussion about the role, please contact:
Craig Hicks, Referee Development Officer – craig.hicks@surreyfa.com