



Sussex County Football Association

Football Services Administrator

Recruitment Pack



Sussex County FA Football Services Administrator

The Sussex County Football Association Limited is seeking to recruit a Football Services Administrator to carry out aspects of the administration within the Sussex County Football Association. A general job description is attached.

To join the team and be successful, the individual must be able to demonstrate an understanding of the role on offer and how their expertise and experience will enable them to meet the essential and desirable criteria within the role.

The interview panel must be convinced of the individual's passion, inspiration and professionalism for the role.

This pack provides the following to assist individuals in considering whether they have the relevant skills and attributes required for the role:

- 1.) The Role Advertisement
- 2.) The Role Profile
- 3.) How to apply - Application Form

The successful applicant will report to the Football Services Manager and thereafter to the Chief Executive.

Applicants should be computer literate, also ideally have a Football interest and background with presentation and communication skills and capable of carrying out and implementing administration systems.

They should be able to work occasional evenings and weekends. Due to the nature of this post, the successful candidate will be required to undertake a Disclosure and Barring Service check through The FA Criminal Records Check process.

What can the Sussex County FA offer?

- An exciting opportunity to join a forward thinking, progressive business
- An exciting opportunity to work with key stakeholders within the grassroots and professional game
- A commitment to empowered and supportive personal development
- A Workplace Pension Scheme
- A Personal Accident policy

Hours of work are 9am to 5pm Monday to Friday and the position will receive 4 weeks annual holiday, and a salary in the range of £15,000 p.a. with a three month probationary period.

If any questions arise about the role or clarity is required on the recruitment pack, please contact the Football Services Manager: Ollie.Powell@sussexfa.com or 01903 753547.

Closing date for applications is: **Noon on Friday 9 March 2018, with Interviews being held on Tuesday 20 March 2018**

Sussex County Football Association Limited



Football Services Administrator - Job Description

Job Title:	Football Services Administrator		
Reports To:	Football Services Manager	Jobs Reporting into the Job Holder:	None
1. Job Purpose			
<ul style="list-style-type: none">• To support the delivery of The FA National Game Strategy and business plan.• To undertake the disciplinary, regulatory and operational administrative functions of the business.			
2. Principal Accountabilities/Responsibilities			
OPERATIONS			
<ul style="list-style-type: none">• Provide administrative support to the Football Services Department.• To contribute to an effective business culture across the Company.• Deliver membership services, products and procedures to meet the needs of customers.• Work alongside other functional units of the business (Referees Development, Safeguarding, and Football Development) to provide an efficient, transparent and consistent level of service to customers.• Ensure customer enquiries are handled promptly and professionally in line with the Company values, policies and procedures.• Be an advocate of the brand, by compliance with policies, procedures and brand standards.• Foster a culture of execution and passion for customer excellence.			
DATA SYSTEMS			
<ul style="list-style-type: none">• Ensure the Customer Relationship Management System is maintained across the following categories:<ul style="list-style-type: none">○ Membership - Clubs, Leagues, Teams, Players, District Associations○ Individuals - Coaches, Players, Referees, Spectators, Team Officials○ Disciplinary - Cases – Cautions, Standard Charges, Misconducts (cases, sanctions, suspensions, investigations, commissions)• Identify, collect and clean historical data.• Manipulate, analyse and interpret membership data using CRM data systems and online platforms.			
MEMBERSHIP			
<ul style="list-style-type: none">• Implement the sanction, affiliation and registration process of Leagues, Competitions, Clubs and Players offering support to stakeholders in line with the Association's vision and values and agreed processes.			

DISCIPLINE

- Deliver the FA Disciplinary Process ensuring compliance with CFA polices, guidance and procedures.
- Conduct investigations into alleged breaches of FA Rules and Regulations, including those falling under The FA’s Anti-Discrimination procedures. Ensure appropriate charges are raised for breaches.
- Support the process of Personal and Non-Personal Hearings ensuring compliance with CFA polices guidance and procedures.
- Proactively support club and league secretaries to fully understand the FA Discipline process and online Football Management Systems (namely Whole Game System and Full Time).
- Work closely with the Safeguarding and Refereeing Teams as required.

GENERAL

- Acts in accordance with legislation, statutory guidance and Affiliated Football’s Policy and Procedures and any associated guidance.
- Safeguarding is taken into consideration in all decision making and that safeguarding principles underpin all areas of activity with Under 18’s and vulnerable adults.
- Administrate Sussex County FA Representative Football

3. Person Specification**Knowledge/Experience/Technical Skills/Behaviours****Essential:-**

- Experience in an administration role.
- Proficient in data management and interpretation.
- Proficient in the use of online systems.
- An inquisitive attitude to data anomalies.
- Possess a dynamic, progressive attitude towards innovative practice and processes.
- Working experience using Microsoft Office and a passion for modern technology.
- An ability to engage with both the paid and volunteer workforce.
- A working understanding and application of inclusion, equality and anti – discrimination, safeguarding and best practice.
- Influence and negotiation skills.

Desirable:-

- Knowledge of the grassroots football infrastructure.
- Knowledge of FA Rules and Regulations.
- Experience of influencing volunteers.
- Experience of Safeguarding in sport.
- Driving Licence.

b) Behaviours

- Problem Solving
- Teamwork
- Communicating
- Delivery
- Customer Excellence
- Developing Self and Others
- Leadership

Application Form

Applications can be accompanied by a CV. The decision to invite you to attend for interview will be based on the information you provide on this form. The Sussex County FA is an Equal Opportunities Employer.

Position applied for:

Personal Details

Please complete in BLOCK CAPITALS

First Names: Surname:

Mr / Ms / Mrs or preferred title: Are you over the age of 18?

Address:

Post Code: Email Address:

What is the best day and time to contact you?

What is the best number to contact you on?

Do you hold a full current driving licence?

Do you have an in-date FA Criminal Records Check (CRC)*

*If you do not hold an FA CRC, it will be a requirement for this to be completed before appointment.

Education and Training

Please provide details of your education, qualifications and training that you have completed or are currently undertaking.

Dates	Details of School/College/Institution	Course or Qualification	Grade

Please attach a continuation sheet if required

Employment & Volunteering History

Starting with your present or most recent job, please give a summary of all employment, including any freelance and relevant unpaid / voluntary work. Please include start and end dates for all positions held, the name of employer, nature of business, your job title and brief details of your responsibilities. Also include salary and benefits package.

Dates	Employers name/nature of business	Job title	Key Responsibilities	Salary/Benefits

Please attach a continuation sheet if required

How do I meet the requirements of the Role as Football Services Administrator?

Please outline the skills and experience that you have which are appropriate to demonstrate your suitability for the advertised role and how you would meet the essential and desirable knowledge, experience and skills required. Please include any paid work, unpaid/voluntary work which is relevant to the role we are recruiting for. In your application please ensure you have read and fully understand the job advertisement and the role description provided.

Please attach a continuation sheet if required

Names and address of Referees

Please give the name and address of two referees

	First Referee	Second Referee
Name		
Address		
Postcode		
Telephone		
Email		
Relationship to you		

Additional Information

Do you require a work permit or are there any restrictions on your ability to work in the UK?

If yes, please give further details:

If your application is successful:

What notice period would you have to provide your current employer?

What annual salary would be looking to obtain?

£

Declaration

I give my consent to the storage of personal data contained within this form for the purposes only of this application process. I can confirm and declare that the information provided on this form, to the best of my knowledge is complete, accurate and not misleading.

Signature:

Date:

Please complete and return your application form before 12 noon on Friday 9 March 2018.

Either email: Ollie.Powell@sussexfa.com or post and address as follows:

Strictly Private & Confidential
Ollie Powell
Football Services Manager
JOB / Football Services Administrator
Sussex County FA
Culver Road
Lancing
West Sussex
BN15 9AX

The FA's Equality and Diversity Monitoring Form

The Sussex County FA is committed to Equality and Diversity and ensuring that it is fully representative of the Community it serves. To assist us in monitoring the ethnicity of members we would be grateful if you could complete the following monitoring form. All information detailed will be treated anonymously.

SEX AND GENDER

Male Female

Have you ever been identified as Transgender? Yes No Prefer not to say

AGE

16 – 20 21 – 30 31 – 40 41 – 50 51 – 60 61+

ETHNICITY

Indicate in the appropriate box your ethnic background. Ethnic categories are not about nationality, place of birth or citizenship they are about the group to which you feel you belong to. The descriptions below are from the 2011 census.

White

British English Scottish Welsh Irish Gypsy or Irish Traveller
Any other white background

Mixed

White & Black Caribbean White & Black African White & Asian Mixed background
Mixed other background

Asian

British-Indian Indian British-Pakistani Pakistani British-Bangladeshi
Bangladeshi British-Chinese Chinese Any other Asian background

Black

Black Caribbean Caribbean British African African British Other
Any other Black background

Other Background

Other Prefer not to disclose my ethnic origin

DISABILITY

Under the Equality Act 2010, disability is defined as a physical or mental impairment that has a substantial and long term adverse effect on the ability to carry out normal day to day activities. Substantial means more than minor or trivial. Impairment covers, for example, long term medical conditions such as asthma and diabetes, and fluctuating or progressive conditions such as rheumatoid arthritis or motor neurone diseases. A mental impairment includes mental health conditions (such as bipolar disorder or depression), learning difficulties (such as dyslexia) and learning disabilities (such as autism and Down’s syndrome). Some people including those with cancer, multiple sclerosis and HIV / AIDS are automatically protected as disabled people by the Act.

Do you consider that you meet this definition?

Yes No

If you have indicated yes, please indicate the impairment(s) that you feel applies to you:

Blind / partially sighted Deaf / hard of hearing Physical disability Learning disability
Communication barriers Experience of mental and emotional distress
Prefer not to say

RELIGION OR BELIEF

How would you describe the religion to which you feel you belong?

Christian Buddhist Hindu Jewish Muslim Mormon Sikh
Jehovah’s Witnesses Atheist No Religion / Faith Other faith background
Prefer not to say

SEXUAL ORIENTATION

Which of the following options best describe how you think of yourself?

Heterosexual / Straight Gay Man Gay Woman / Lesbian Bisexual Other
Prefer not to say

OTHER

Please provide details of any other aspects of equality / diversity you feel are relevant: