



**FOR ALL**



## Role Profile

<b>Job Title:</b>	Football Development Officer	<b>Reports To:</b>	Football Development Manager	<b>Grade:</b>	N/a
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### Role Purpose:

Unite the game through the strategic coordination of all disability, inclusion and other football provision across the Worcestershire FA area

To influence and support the growth and retention of the disability and inclusion sectors as well as any other national KPIs deemed applicable in accordance with the Worcestershire FA operational plan, ensuring all targets are met

**Direct Reports:** None.

### Key Responsibilities:

- Work strategically to align current and future disability football provision, ensuring an integrated approach across the County FA, local Premier League and English Football League Trust Club networks, alongside key partners from across the disability, health, education and community & voluntary sectors
- Achieve KPI targets as laid out in the operational plan for Disability, Inclusion and any other sector as agreed with the Football Development Manager
- Retain and grow the number of affiliated disability football teams with a particular emphasis on the growth of youth and female teams within England Football Accreditation structures
- Retain and grow the number of affiliated adult male teams to include both veterans and walking football formats and support them becoming England Football Accredited
- Strategically coordinate the delivery of a network of registered disability recreational football centres for males and females across all age groups
- Embed research, insight and effective measurement into planning, decision making and delivery across disability football to ensure accurate data collection across programmes that address the priority areas for disability football and meet the needs of disabled people
- Lead on ensuring football is Inclusive across the county which includes being the county lead and supporting the county IAG (Inclusion Advisory Group)
- Develop and support leagues and clubs that are safe and inclusive of disabled participants through delivery of a programme of services ensuring modern, fit for purpose league and club structures are in place
- Deliver a comprehensive workforce plan that supports disability football across coaches, volunteers and young leaders and is inclusive of disabled people
- Raise the profile of good news stories and the range of disability and adult male football opportunities across the pathway
- Work to achieve any and all other work remits which will be agreed with the Football Development Manager and reviewed annually to comply with the operational plan
- You will be expected to work alongside the whole Development Team, which may include supporting other events outside of your key responsibilities
- Ensure compliance with the county FA's health and safety policies
- Ensure that the county FA effectively implements and maintains the FA's Minimum Operating Standards for Safeguarding within Football
- An understanding and awareness of generic equality law and of good practice within sports Equality



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## Living the CFA Group Values through Our Behaviours

Behaviours:	
<ul style="list-style-type: none"> <li>• <b>Progressive</b> - We embrace new thinking in the pursuit of continuous improvement. Be innovative, Creative, Forward thinking, Ground-breaking, Problem Solving &amp; Challenge (yourself and others)</li> <li>• <b>Respectful</b> - We set the standards for respectful behaviour across the game. Maintaining Standards, Role modelling, Respecting others' opinions and values</li> <li>• <b>Inclusive</b> - We champion and ensure that football is and will remain a game for everyone. Championing, Supporting, Including, Leading &amp; being Collaborative. With an emphasis of working within a team</li> <li>• <b>Determined</b> - Accountable to each other in serving the whole game and doing the right thing. Showing an ability to problem solve</li> <li>• <b>Excellent</b> - The very best outcome can only be achieved by sustained excellence in performance. Be the best you can be, Striving for success, Excelling &amp; Exceeding expectations. Having excellent customer service skills</li> </ul>	
Essential Skills:	Desirable Skills:
<b>Knowledge</b> <ul style="list-style-type: none"> <li>• Knowledge and understanding of disability sport structures and development pathways at local, regional and national level</li> <li>• Knowledge and understanding of football/disability football structures and development pathways at local, regional and national level</li> <li>• Knowledge of The FA's National Game Strategy</li> <li>• Commitment to sports equality and knowledge of the barriers facing underrepresented groups, particularly those with a disability</li> <li>• Demonstrates a working understanding of inclusion, equality and anti-discrimination, safeguarding and best practice</li> <li>• Knowledge of relevant funding agencies</li> <li>• An understanding of the Worcestershire area</li> </ul> <b>Experience</b> <ul style="list-style-type: none"> <li>• Interest and passion for football</li> </ul> <b>Technical Skills</b> <ul style="list-style-type: none"> <li>• Ability to work strategically with partner organisations across different sectors to plan and deliver football programmes</li> <li>• Project management skills and experience – to plan, set and achieve objectives within strict deadlines</li> <li>• Excellent IT skills to include good knowledge of Microsoft PowerPoint, Excel, Word and Outlook</li> <li>• Excellent communication skills using traditional, modern and emerging media</li> </ul>	<b>Knowledge</b> <ul style="list-style-type: none"> <li>• Educated to degree level</li> <li>• Sports development / other relevant qualification</li> <li>• Knowledge of the service providers that support people with a disability both Nationally and within the Worcestershire FA locality</li> <li>• Knowledge of the England Football Accreditation</li> <li>• An understanding of the challenges associated with running disability and adult male football clubs and leagues</li> <li>• Have an understanding of the Whole Game System and/or The FA Full Time System</li> <li>• An understanding of county FAs and the role they play nationally</li> </ul> <b>Experience</b> <ul style="list-style-type: none"> <li>• Budget / resource management</li> <li>• Minimum 2 years practical experience of Sports / Football Development</li> </ul>
<b>FA Enhanced CRC Check:</b>	Required (if you do not have one it will be a requirement upon starting the position)
<b>Clean Full Driving Licence:</b>	Required