



Role Profile

Job Title:	Football Development Manager	Reports To:	Chief Executive Officer	Grade:	Up to £29,754
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Role Purpose:

- To support the delivery of The FA National Game Strategy in partnership with key stakeholders across Lincolnshire
- To provide strategic leadership for the football development team and Referee Development Officer to ensure that all staff work collaboratively to deliver the CFAs major priorities
- To develop innovative solutions to increase participation in football in all its formats and to help shape annual operational plans to met and exceed delivery targets
- To lead and to manage the facilities investment portfolio for the CFA and to develop and leverage external investment and partner relationships with both public and private sector organisations.

Direct Reports:

Football Development Team which is the FDO Male Pathway, FDO Female Pathway, FDO Inclusion and Disability, FDO Workforce, Referee Development Officer and FDO Administrator

Key Accountabilities:

- Develop and deliver a strategic plan for football development which underpins the 3-Year CFA Strategy 2018-2021 and to develop effective annual operational plans with the team to achieve and exceed the key targets
- To identify and build positive and effective relationships with key partners in both the sport and non-sport sector
- To engage effectively with all leagues, clubs, local authorities and non-traditional football partners to support delivery
- To lead and manage all facility development across the County and support the delivery of the Local Football Facility Plans in each local authority
- Use national and local data and insight to develop and deliver programmes and services to meet customer's expectations
- Provide an effective line-management function for the football development team and Referee Development Officer, monitor and evaluate all work programmes, undertake performance reviews and report progress to CEO, Board, The FA and other relevant partners
- Contribute to the development of broader Local Authority Playing Pitch Strategies
- Work with the Football Foundation (FF) and The FA to ensure all facility projects are monitored and evaluated and agreed actions are carried out effectively
- Undertake additional tasks as required in order to meet CFA's changing priorities
- Ensure compliance with CFA's health and safety policies
- Ensure that the CFA effectively implements and maintains the FA's Safeguarding Operating Standard within football
- Have a clear understanding and awareness of generic equality law and of good practice within sports equality and to support the CFA to achieve and maintain the Equality Standard for Sport.

CFA Values and Behaviours

Behaviours:

- **Progressive** - We embrace new thinking in the pursuit of continuous improvement and are looking for someone who can demonstrate innovation, creativity, future thinking, problem solving skills and embraces challenge
- **Respectful** - We set the standards for respectful behaviour across the game and are looking for someone who can maintaining standards, be a role model, respecting others' opinions and values
- **Inclusive** - We champion and ensure that football is and will remain a game for everyone and are looking for someone who can champion, support, engage, include, lead and collaborate
- **Determined** - We are tenacious and accountable to each other in serving the whole game and doing the right thing and are looking for someone who has drive, stamina, tenacity, is focused and resilient
- **Excellent** - The very best outcome can only be achieved by sustained excellence in performance and we are looking for someone who strives for success, both personally and through the team, excels and exceeds expectations.



Essential Skills:	Further information:
<ul style="list-style-type: none"> • Innovative, can do approach with energy, focus and resilience to deliver and exceed the KPI's • Experience of leading people and programmes effectively • Ability to demonstrate strategic thinking and approach • Experience of and strong skills in influencing and negotiation • Experience of working with partner organisations to deliver strategic plans that have resulted in sustainable outcomes • Experience of people management and a proven track record of effectively managing staff, partners and/or groups of people • Ability to monitor and evaluate programme delivery and to implement effective systems for tracking progress, monitoring individual KPI delivery, undertaking performance reviews with staff and providing leadership and mentoring to help staff to grow • Knowledge of and experience in providing guidance in the development of sports facilities and site specific business and football development plans • Ability to secure external funds from a range of sources (capital and revenue) • Experience of delivering presentations and workshops to wide and diverse stakeholders • Experience of managing budgets • Able to multi-task and meet agreed timescales • Experience of report writing, ability to use Microsoft Office including Outlook, Word, PowerPoint and Excel <p>Behaviours – our Competency Model</p> <ul style="list-style-type: none"> • Problem Solving • Teamwork • Communicating • Delivery • Customer Excellence • Developing Self and Others • Integrity • Conflict Management • Leadership 	<p>As this role involves direct access to young persons under the age of eighteen, within the context of the job or any subsequently related activities or responsibilities, the successful candidate will undergo a thorough screening process, which will include a Criminal Records Check (DBS) to ensure their suitability for the role.</p> <p>Any candidates invited to interview will be sent a CFA Personal Disclosure Form, Guidance Notes, Privacy Statement and Equal Opportunities monitoring form to return at their interview in a sealed envelope.</p>
Enhanced CRC Check Required:	YES
Full Driving Licence:	YES