



Role Profile

Job Title:	Football Development Officer (Lead role for Disability and Inclusion)	Reports To:	Football Development Manager	Grade:	Up to £24,379
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Role Purpose:

- To support the delivery of The FA National Game Strategy in partnership with key stakeholders across Lincolnshire
- To develop innovative solutions to increase participation in football in all its formats and to help shape annual operational plans to meet and exceed delivery targets, with a lead responsibility for disability and inclusion work across the County FA.

Direct Reports:

Volunteers and coaches who support the delivery of the football development programmes across the County FA.

Key Accountabilities:

Lead role on Disability

- 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
- Achievement of the disability player numbers as laid out in the LFA strategy and operational plans
- Retain and grow the number of affiliated disability football teams with a particular emphasis on the growth of youth and female teams within FA Charter Standard Club structures
- Strategically coordinate the delivery of a network of registered disability recreational football centres for male 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
- 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, referees, volunteers and young leaders and is inclusive of disabled people
- Lead and deliver against the disability talent development programme within the County
- Raise the profile of good news stories and the range of disability football opportunities across the pathway.

Lead role on Inclusion

- Recruit, retain and develop players, coaches, referees, club/league officials and volunteers with a specific lead focus on under-represented groups and broader inclusion priorities
- Lead on the recruitment and development of the new Inclusion Advisory Group
- Lead on the Equality Standard for Sport and ensure that the LFA achieves the Foundation Level in 2019
- Provide progress reports to the line manager, CEO, Board (if applicable), The FA and other partners to show how equality is being embedded across the whole organisation
- Create innovative solutions and actions which ensure that equality is embedded within the club and league infrastructure
- Contribute to the content and development of high quality resources and communication to underpin the successful delivery of the CFA Business Plan and FA National Game Strategy
- Have a clear understanding and awareness of generic equality law and of good practice within sports equality.

General role and responsibilities

- 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.



CFA Values and Behaviours

Behaviours:
<ul style="list-style-type: none"> • 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 volunteers 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 • Ability to monitor and evaluate programme delivery and to implement effective systems for tracking progress, monitoring individual KPI delivery • Knowledge of and experience in the development of disability and inclusion programmes • Ability to secure external funds from a range of sources (capital and revenue) • Experience of delivering presentations and workshops to wide and diverse stakeholders • Some 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 and communication • Delivery and customer excellence • Developing self and others • Integrity • Conflict management • Leadership 	<p>As this role involves direct access to young people 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