



**JOB  
APPLICATION FORM**

**FOOTBALL DEVELOPMENT OFFICER**

# Our Vision

To give the people from different backgrounds of Rotherham a chance to nurture and live up to their potential.

# Our Mission Statement

To use our passion for sport and the influence of Rotherham United FC to **ENGAGE, INSPIRE** and **DEVELOP** the communities of Rotherham for a long-lasting impact on future generations.

# Our Values

**Passion:** Our enthusiasm is infectious and we go that extra step to excel and meet the needs of our users.

**Understanding:** People and their lives are at the heart of everything we do. We listen to our users and seek to remove barriers to our activities.

**Inclusivity:** We have more in common than what divides us. We ensure our delivery captures the needs of the diverse communities we serve.

**Professionalism:** We do all we can to exceed expectations and perform to the highest levels whilst respecting the people we serve and the organisations we represent.

**Respect:** We treat each other with the highest regard and seek to overcome barriers whilst delivering high quality activities.

**Fun:** Through new experiences and having fun we come together in everything we do.

# JOB VACANCY

## Football Development Officer

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|                          |   |
|--------------------------|---|
| <b>Job Title:</b>        | Football Development Officer  |
| <b>Reports to:</b>       | Sports Participation Manager  |
| <b>Department:</b>       | Sports Participation  |
| <b>Salary:</b>           | £21,000 - £24,000.00  |
| <b>Hours:</b>            | This is a permanent role of 37.5 hours per week requiring flexibility to work evenings, weekends and match days as required.  |
| <b>Job Purpose:</b>      | <p>To support the management, coordination and delivery of the football development opportunities that are progressive and reflective of the needs of young people in the local community.</p> <p>You will be assisting the participation manager in the management, coordination and delivery of the business plan for the Sports Participation Department and have responsibility for selling the departments services whilst meeting income targets.</p> |
| <b>Contract Details:</b> | <p>37.5 hrs, Permanent</p> <p>Auto-enrolment into the Club's pension scheme (depending on eligibility)</p> <p>28 days annual leave including national bank holidays</p>   |

Rotherham United Community Sports Trust are seeking to appoint an enthusiastic, charismatic and dedicated individual to join our Sport Participation Team.

We are a diverse Trust that respects differences in race, disability, gender, faith background or personal circumstances we welcome all application. We want everyone to feel valued and included in the football community and to achieve their full potential. The trust is opposed to any discrimination and commits itself to the redress of any inequalities by taking positive action where appropriate.

This job description is not to be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and will be amended considering the changing needs of Rotherham United Community Sports Trust.

RUCST is committed to safeguarding and promoting welfare of children, young people and vulnerable adults, and expects all staff to share this commitment.

As part of this commitment to providing a safe environment for our young people, we require all candidates to undertake and return a satisfactory enhanced Disclosure and Barring Service (DBS) certificate. RUCST will assist with the application for, and pay for the process of, a new DBS for staff members where required.

### **Criminal Records Disclosures**

We recognise the contribution that former or ex-offenders can make as an employee; a person's criminal record will not debar that person from being appointed to this post. Candidates will be given the opportunity to provide us with information on their criminal record, which will be treated in the strictest confidence. Suitable applicants will not be refused posts because of any offences which are not relevant to the role and which do not make them a risk in the role for which they are applying.

[Equal Opportunities](#)

# JOB DESCRIPTION

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## ROLE ACCOUNTABILITIES & KEY DUTIES

### KEY DUTIES AND RESPONSIBILITIES

- To effectively supervise, mentor and direct support staff, volunteers and apprentices.
- To efficiently organise & communicate staff rotas.
- Develop the Footballing offer in Rotherham
- To lead on the design, plan and delivery of a range of high-quality football sessions that are accessible to all.
- lead on increasing numbers of all football programmes including disability, LGBT, women and girls.
- Develop and deliver a range of sporting opportunities at a fundamental level and to Learn to Train phases of the player pathway that are structured, safe, progressive and fun.
- To work with partner agencies to identify local volunteers from the community and to develop a comprehensive education/development coaching programme.
- To imaginatively promote local sporting opportunities to young people in schools and community settings.
- Market & advertise the programme over the correct time periods and prepare a schedule for the year including preparation of flyers and school letters (All Marketing material).
- To take positive steps to identify and overcome barriers to participation amongst young people from disadvantaged backgrounds through good coaching practice.
- To assist in establishing football/skill clubs and new junior clubs/sections after school or in the community.
- To assist in identifying talented young people and encouraging their further development particularly through the creation of strong school/grassroot – club links.
- To undertake training and continuous professional development as necessary relevant to the post.
- To contribute to the continuous evaluation and development of all Sports Participation projects.
- To represent RUCST at all internal and external meetings when required.
- Monitor all projects as required by funding bodies including the use of views.
- Be responsible for the recruitment of participants where required.
- Build and develop strong links with schools, community groups, stakeholders and relevant organisations.
- Monitor and evaluate all elements of the programme, ensuring data is up to date and accurate.
- Work with individuals, communities, community organisations and schools in a planned way to promote the aims and objectives of the programme.
- Prepare and maintain materials for sessions.
- To act as cover for all programmes at designated times, when required.
- Carry out administration such as registers, reports, retention and achievement data.
- To work with colleagues throughout RUCST to extend knowledge and skills in order to identify best practice.
- To lead staff and programme of activities for assigned projects ensuring quality assurance, health and safety and safeguarding needs are met and adhered to.
- To carry out duties in accordance with the employing agency equal opportunities policy, information security policies, financial regulations and the Health and Safety at work Act.
- To undertake other duties and responsibilities as required from time to time commensurate with the grade of the post.

## PERSON SPECIFICATION

- Excellent verbal and written communication skills
- Ability to think clearly, creatively and imaginatively
- Positive attitude and strong focus on teamwork
- Ability to communicate with people from all backgrounds
- Ability to build and maintain positive relationships with people
- Focused on achievement, targets and continuous improvement
- Demonstrate a high degree of flexibility and confidentiality
- Capable of presenting information, orally and written
- Have skills to plan, organise and present information
- Ability to work under pressure and to tight deadlines
- Ability to work on own initiative
- Competent IT skills

## MANAGING PARTNERSHIPS AND CONTRACTS

- Maintain and build positive relationship with key partners and stakeholders

## EXPERIENCE

- Managing a group of people
- Project Management
- Budget Management
- Managing events
- Experience of monitoring & evaluation of projects
- Completing schemes of works and lesson plans
- Developing innovative training sessions to inspire and engage
- 2 years track record of working within the football, sport or health industry

## QUALIFICATIONS

- Full driving licence and the use of a vehicle
- UEFA B Licence
- Basic First Aid training/qualification
- Safeguarding certificate

## GENERAL DUTIES & ACCOUNTABILITIES

- To always support RUCST and Rotherham United FC in their aims and objectives.
- To ensure compliance with all relevant Club policies, including health and safety & Safeguarding policies.
- To ensure compliance with all relevant legal, regulatory, ethical and social requirements.
- To build and maintain good working relationships both internally and externally, always maintaining a professional image when representing RUCST and Rotherham United FC.
- To keep confidential any information gained regarding the Charity, Club and its personnel
- To always maintain a flexible approach to work.
- To undertake other duties and responsibilities as required from time to time such as matchdays & evening/weekend coaching.
- Promote equal opportunities in recruitment, delivery and overall assessment.

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# PERSONAL SPECIFICATION

| Qualifications                 |  | Essential | Desirable |
|--------------------------------|--|-----------|-----------|
| 1                              | Appropriate experience or degree in Sports Development   | ✓         |           |
| 2                              | Minibus driving licence  |           | ✓         |
| 3                              | Full driving licence and the use of a vehicle  | ✓         |           |
| 4                              | Valid and Enhanced DBS (Disclosure & Barring Service) Check  | ✓         |           |
| 5                              | Valid Safeguarding Training Certificate  | ✓         |           |
| 6                              | Hold UEFA B Coaching in Football   | ✓         |           |
| 7                              | Hold FA Youth Modules 1 & 2  | ✓         |           |
| 8                              | Hold FA Youth Module 3 Assessed  |           | ✓         |
| Skills, Knowledge & Experience |  |           |           |
| 9                              | Knowledge, understanding and experience of a range of sports   | ✓         |           |
| 10                             | An awareness of monitoring and evaluating projects   | ✓         |           |
| 11                             | Up to date knowledge of the national sports strategies   | ✓         |           |
| 12                             | Experience of using a range of teaching and learning strategies for whole classes, individuals and groups which stimulate, challenge, engage and motivate students | ✓         |           |
| 13                             | Knowledge of how to give positive and targeted support to participants who require special educational needs   | ✓         |           |
| 14                             | Determination to encourage the highest quality of learning experience for all  | ✓         |           |
| 15                             | IT skills to include a high level of competence using Excel, Word, Access and PowerPoint skills  | ✓         |           |
| 16                             | Excellent overall level of numeracy and literacy   | ✓         |           |
| 17                             | Experience of Premier League, Football League or Sport England funded projects   |           | ✓         |
| 18                             | An understanding and knowledge of Rotherham United Community Sports Trust and the Education Academy  |           | ✓         |
| Attitude/Behaviours            |  |           |           |
| 19                             | A "can do" attitude  | ✓         |           |
| 20                             | Presents solutions rather than problems  | ✓         |           |
| 21                             | Ability to establish good and productive working relationships, and work well in a team  | ✓         |           |
| 22                             | Innovative and flexible approach to supporting individual students   |           |           |
| Personal Qualities             |  |           |           |
| 23                             | A dynamic, hardworking and enthusiastic individual   | ✓         |           |
| 24                             | Be able to enthuse learning within a wide range of ages and abilities  | ✓         |           |
| 25                             | Excellent interpersonal and communication skills   | ✓         |           |
| 26                             | Proactive attitude within the role   | ✓         |           |
| 27                             | Excellent written and analytical skills  | ✓         |           |
| 28                             | Quality focus – takes responsibility for ensuring a high quality of delivery and planning  | ✓         |           |
| 29                             | Highly organised and able to manage multiple tasks   | ✓         |           |
| 30                             | Drive and energy – demonstrate enthusiasm and is personally committed towards education and learning   | ✓         |           |
| 31                             | Self-development – is receptive to feedback about own behaviour, strengths and areas for improvement   | ✓         |           |
| 32                             | Flexibility and willingness to learn   | ✓         |           |
| 33                             | Ability to work calmly under pressure, effectively organise, prioritise workloads and to meet deadlines.   | ✓         |           |
| 34                             | Ability to work unsupervised   | ✓         |           |
| 35                             | Ability to respect confidentiality and professionally on issues  | ✓         |           |

**Rotherham United Community Sports Trust**

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