



**Job Title:** Ground Safety Manager  
**Reports to:** Chief Executive Officer  
**Location:** Bloomfield Road, Blackpool  
**Hours:** 40 per week – to include weekends & match days  
**Salary:** Competitive (Depending on Experience)

#### **Who we are:**

Blackpool Football Club is an English professional association football club based in the seaside town of Blackpool, Lancashire.

The club was founded in 1887 and has a very storied history, from being a founding member of the Lancashire League in 1889, rising to the Top-Flight of the Football League (the old First Division) in 1930, to winning the FA Cup in 1953 and being promoted to the Premier League in 2010 (becoming the first club to gain promotion from every division of the Football League via the play-off system.)

The team are competing in the Championship, the second tier of the English Football League, having gained promotion from League One in 2020–21.

The club have played their home games at Bloomfield Road since 1901.

#### **About the role:**

The Club, under new ownership, require an experienced Ground Safety Manager to lead the ongoing growth of the Blackpool Football Club operation, at the 17,338-seater stadium.

The ideal candidate will be required to lead the existing operational and matchday safety team, to provide a safe and enjoyable matchday experience for fans and staff, while ensuring we are legally compliant with our safety certificate. They will monitor, adapt, and ensure the safety practices and necessary safety resources for all first team home matches and other events.

The role will ensure safety policies and procedures are shared with staff and supported by effective training, briefing, and monitoring frameworks.



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The candidate will lead the liaisons between the club and supporting agencies, which will include the local council, public health, EFL / FA, Police / Ambulance Service / SGSA, SAG & 3rd party contractors.

### **Key Responsibilities and Duties:**

- To take the lead of the safety and security of all staff, spectators, and other visitors to Bloomfield Road on match / event days.
- To work closely with the management team, stewarding and safety teams to establish suitable systems and controls.
- To pro-actively identify potential Match Day risks and ensure the CEO is full briefed on action required.
- To take the leading role in working with others on the assessment of all risks affecting the business and to be the go-to person in respect of counter terrorism matters.
- The Ground Safety Officer will be responsible for providing necessary safety resources for all first team home matches and other events. This responsibility extends through to the delivery and attendance of stewards, security, police, paramedics and first aiders. Duties will ensure that the standards required by the Directors and Board of the Club are delivered and monitored.
- To ensure all Stewards are fully briefed and have written instructions on their duties and what is expected of them during the match / event. The brief should include details gathered during pre-event meetings with operations staff, police and other authorities.
- To maintain detailed records of all matchday and non-matchday safety tests and/or inspections carried out in the ground, in a format to be shared or inspected from any duly authorised person.
- To be pro-active in maintaining the close working relationship with the various bodies who make up the Safety Advisory Group, (Police, Fire, Medical and Council) keeping them aware of developments and changes likely to affect the Stadium Operation.
- To work pro-actively in developing and maintaining effective partnerships in order to tackle problems, that may arise, on match days.
- To develop effective partnerships to support the Clubs safety and security work.
- To promote the Blackpool Football Club brand and ethos in a professional, strong and positive manner.



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- To ensure effective physical pre-match checks of stadium, to identify hazards or defect equipment are in place, with an efficient process that rectify any faults.
- To ensure compliance with the Club's General Safety Certificate and all relevant laws and regulations.
- To undertake risk assessments where required and to maintain records of documents. Ensure safety and risks are considered within all projects and to take an active leading role in safety & risk management and assist in the Fire Risk Assessment survey of the stadium.
- Develop and implement all associated policy and documentation so as to comply fully with the Clubs General / Ground Safety Certificate and Health & Safety Polices.
- To ensure all stewards training includes a pro-active guidance for Safeguarding, Equality, Diversity, and Inclusion, to create an environment that is a welcoming and safe experience for all supporters.
- To be responsible for identifying, investigating, and taking action in relation to all instances of hate crime. This includes keeping detailed records of all match day incidents.
- To carry out a basic induction to new members of staff on the match / event day and non-match day / event day procedures in the event of emergency, fire and general safety.
- To support the Designated Club Disability Liaison officer, to ensure trained and briefed stewarding staff are in place to support any spectators with disability, ensuring designated areas of the stadium are accessible and controlled.
- Develop and implement all associated policy and documentation so as to comply fully with the Clubs General / Ground Safety Certificate and Health & Safety Polices.
- Any other reasonable duties.

The above job description is not intended to be exhaustive; the duties and responsibilities may therefore vary over time according to the changing needs of the club.



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Person Specification		
	Essential Requirements	Desirable Requirement
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>To hold or be working towards (within a 12-month period) at a minimum, an NVQ Level 4 Qualification in Spectator Safety.</li> <li>To hold relevant Health and Safety training, ideally with a H&amp;S qualification or working towards one</li> </ul>	<ul style="list-style-type: none"> <li>Membership of the Football Safety Officers Association.</li> <li>A NEBOSH Health &amp; Safety Management Certificate or equivalent.</li> <li>Membership of the Venue Managers Association.</li> <li>A recognised course in Counter Terrorism.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Proven people management experience within a facility or venue management environment.</li> <li>To have an understanding and completed training to support the implementation of effective security and counter terrorism measures at a large spectator venue.</li> <li>To be experienced as Lead or Deputy Safety Officer, responsible for the safety of spectators and guests at a large events venue.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working within the sports stadia or events venue would be beneficial.</li> <li>Working knowledge of 'Guide to Safety at Sports Grounds – fifth edition' and similar guidance.</li> <li>Working knowledge of Football Authority's regulations and guidance concerning crowd management and spectator safety.</li> </ul>
<b>Knowledge &amp; Skills</b>	<ul style="list-style-type: none"> <li>Experience managing staff and multiple priorities.</li> <li>Knowledge of monitoring venue control systems such as CCTV, fire panels, public address systems, turnstiles, fire and safety equipment.</li> <li>An ability to review the current</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of safety certification in sports grounds.</li> </ul>



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	<p>operation and identify practical areas for improvement or change, seeking out opportunities to enhance the fan experience.</p> <ul style="list-style-type: none"> <li>To produce and deliver regular match / event day safety expenditure/ budget information to Management.</li> </ul>	
<p><b>Personal Qualities</b></p>	<ul style="list-style-type: none"> <li>Must be able to work with little supervision and have the ability to make quick decisions in a fast paced environment, if required.</li> <li>Ability to manage conflict and changing priorities.</li> <li>Self-motivated with the ability to work alone and as a member of a team.</li> <li>Possess a progressive mindset (individually and departmentally).</li> <li>Possess excellent communication skills.</li> <li>Have excellent attention to detail.</li> <li>Assertive, calm with the ability to work well under pressure.</li> <li>Flexible to meet the requirements of the needs of the business – this includes working weekends &amp; match / event days.</li> </ul>	

To apply for the position please submit your CV and a covering letter detailing how you meet the criteria for the role to [HR@Blackpoolfc.co.uk](mailto:HR@Blackpoolfc.co.uk) or Blackpool Football Club, Bloomfield Road, Seaside Way, Blackpool, FY1 6JJ.

Closing date for applications is **Monday 23<sup>rd</sup> May 2022.**



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**Safeguarding:** Blackpool Football Club Ltd and the EFL are committed to safeguarding the welfare of children and young people and expects all staff and volunteers to endorse this commitment. Posts advertised may require Enhanced Criminal Record Checks and may include checks against the Barred lists, as such it is exempt from the Rehabilitation of Offenders Act (1974). Therefore, all convictions, including spent convictions that have not been subject to filtering by the DBS should be declared.

**Recruitment checks:** You will also be required to provide details of referees for the previous five years working history or referees whilst in full time education.

**Equality and Diversity:** Employees must always carry out their duties with due regard to Blackpool Football Club's policies and procedures. The employee must ensure a positive commitment towards equality and diversity treating others fairly and not committing any form of direct or indirect discrimination, victimisation or harassment of any description and to promote positive working relationships between all internal and external stakeholders.

**Inclusion and Anti-Discrimination Mission Statement:** At Blackpool Football Club we aim to provide an enjoyable experience for all supporters and hold inclusion and anti-discrimination at the core of our values. We are committed to creating an environment which welcomes and respects people from all communities, promoting equality and diversity at Bloomfield Road and its associated premises. As a Club we recognise the nine protected characteristics (age, disability, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation) under the Equality Act 2010 and will play an active role in supporting inclusion and putting an end to discrimination.

The employee must ensure a positive commitment towards equality and diversity by treating others fairly and not committing any form of direct or indirect discrimination, victimisation or harassment of any description and to promote positive working relationships between all internal and external stakeholders.

Blackpool Football Club is an equal opportunities employer.



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