Thank you so much for taking the time to find out more about the Football Foundation. I am exceptionally proud to lead this organisation.

Our purpose is to transform individual lives and communities by providing people with a great place to play. That’s an inspiring thought – but behind it sits a great team. The Foundation is an independent charity, but has at its heart a collaboration between the Premier League, The Football Association and Sport England. Our role is to facilitate their joint investment into community sports facilities. We do this through partnership working – being part of a team is really important to us.

Together we have ambitious plans and with the recent announcement from the government to invest a further £205 million into grassroots football over the next 3 years, the Football Foundation is well-supported to continue to invest in community pitches and facilities across the nation.

We have a great deal to get done, but why and how we do it matters too. We are striving to be an inclusive and diverse organisation which reflects the diverse communities, users and beneficiaries of our work and the outcomes we deliver. Becoming part of the Football Foundation team, will give you the chance to deliver a positive impact in every community in England; to help transform lives and communities through great places to play; and to be part of a supportive and inclusive staff team that strives to work hard and plays fair to achieve its goals.

I hope you take the time to apply.

Robert Sullivan, Chief Executive Officer
We are the Football Foundation — the Premier League, the FA and Government’s charity delivering upon a shared vision to help communities improve their local football facilities through grants. We’re the only example of a partnership between a national Government and a national sport coming together to support communities throughout the country.
Over the last 20 years we’ve been planting the seeds to grow grassroots football, transforming communities where demand is greatest, and impact will be strongest.

We have worked closely with local authorities, County FAs and other passionate people in communities up and down the country to deliver over 17,000 sports projects worth over £1.8 billion and we have got big plans to revolutionise England’s grassroots facilities over the next decade.

20,000
Improved grass pitches over the next 10 years

1,300
3G facilities over the next 10 years

1,700
New pavilions over the next 10 years
The Football Foundation’s ambition is to transform the landscape of England’s grassroots game by 2030. In that time, we will deliver thousands of new pitches, while also investing in the improvement of existing grass pitches and off-pitch facilities across the country. The approach to achieve our goals includes:

○ **Local Football Facility Plans**
  In order to achieve our ambition, we have completed 318 Local Plans, covering every area in England. These are the culmination of three years of work with local authorities, County FAs, and other stakeholders. These plans identify the current provision of facilities and the projects that each community needs and deserves, providing a blueprint for our investment.

○ **Grass Pitch Improvement Programme**
  We are working alongside The FA on a 10-year plan to transform the quality of 20,000 grass pitches across the country. 87% of affiliated football is played on traditional grass pitches and maintaining these to the highest quality is crucial. We are working with experts and volunteers and have invested in a new web app, PitchPower, to make expert knowledge, support, and funding into pitches more accessible.

○ **Small Sided**
  We have an ambition to deliver 330 new or improved Small Sided facilities by 2025. To realise this ambition, we’re going to focus on investing in safe, inclusive and accessible facilities in communities with the greatest need. We will tackle inequalities in physical activity levels and create inclusive opportunities for our priority audiences to become active through recreational formats of football and other sports.

○ **Our Hubs**
  £200m investment in multi-pitch hubs has enabled us to work with Local Authorities and local football organisations, with hubs already in Sheffield, Liverpool, Sunderland, and one site in London: with construction underway for further sites in London, as well as Newcastle and Wigan.

○ **3G Artificial Grass Pitches**
  In 2020, we opened 49 new floodlit 3G Artificial Grass Pitches (AGPs) guaranteeing access to hundreds of thousands of people across the country, no matter the weather. Our goal is to install 1,300 more 3Gs by 2030.

○ **Changing Room Pavilions**
  We constructed and refurbished over 57 pavilions in 2019, providing players and match officials with safe, secure spaces to get changed, whilst also acting as hubs for the delivery of vital community outreach work. We are committing to 1,700 new pavilions by 2030.
We refer to our company values as our four corners and these form a central part of our working culture. When applying for roles we encourage applicants to be aware of our four corners as we will frame some of our interview questions around these.

**OUR FOUR CORNERS**

**WE ARE STAR PERFORMERS**
We unlock the power of pitches. We transform lives and strengthen communities. Whatever position we play in, we always strive for excellence.

**WE ARE A UNITED TEAM**
We support each other and work together to deliver the greatest impact wherever it’s needed the most. Nothing brings people together like sport and teamwork is at the heart of what we do.

**WE ARE PASSIONATE SUPPORTERS**
We support the game in any way we can. We make sure applicants access funding as easily as possible. We work with partners to deliver outstanding football facilities. We transform lives and communities on behalf of our Funding Partners.

**WE ARE FAIR PLAYERS**
Being inclusive and understanding diversity allows us to tackle inequalities through everything we do. We play fair regardless of gender, race, ability or place, from the star performers we recruit, to the way we work, from the facilities we fund, to the people who play on them.
OUR IMPACT

Since 2000, we have been privileged to make a truly transformative difference to grassroots football across the country. We’re proud that through the investment of our funding partners into grassroots football we’ve seen incredibly positive effects on physical health, mental health, participation, and the overall economy, and we want to keep moving the goalposts.

OUR FINANCES

With the recent announcement from the government to invest a further £205 million into grassroots football over the next 3 years, the Football Foundation is well-supported to continue to invest in pitches and communities across the nation and we are ready to scale up our operations.
THE ROLE - GRANT SUPPORT EXECUTIVE

Our Grant Support Executives (GSEs) form part of a pro-active, centralised function who support each other and work together to deliver the greatest impact wherever it’s needed the most. GSEs provide critical support to the Grant Management Team (GMT), wider organisation and grant applicants, across all grant programmes. Our GSEs:

1. Carry out the **assessment of capital and revenue grants**. Typically these will be applications for our high-volume grant programmes of £25k or less, but also include applications for items such as goalposts, maintenance machinery and portable floodlights. The assessment process includes critiquing and assessing applications for compliance with fund criteria, best practice and the ability to deliver anticipated outcomes.
2. Provide administrative support to colleagues in the GMT to ensure the smooth running of the team and ensuring the customer experience is to the highest standards. This includes **preparing and formatting assessment reports, drafting offer letters and ensuring key information is captured within internal systems**.
3. Liaise with applicants to **arrange monitoring and evaluation meetings** and assist with the monitoring and evaluation process.
4. Work together as part of a united team to **provide administrative support across the Foundation and always delivering high levels of customer service**. This includes being the first point of contact for external enquiries – be it via email, phone, letter or other means – as well as other ad hoc duties.

**You don’t need to follow football to apply, but it is expected that you appreciate the power of sport to change lives and have a genuine interest in using your skills and experience to help the Foundation achieve our charitable and strategic objectives.**
KEY RESPONSIBILITIES

GRANT ASSESSMENT

✓ Conduct an assessment of all grant applications of £25k or less – including both capital and revenue and reactive/emergency schemes – to ensure that scheme criteria is met, anticipated outcomes are suitable and risks are identified and appropriately mitigated.

✓ Record key application information within Foundation systems, so that a clear and auditable record of the application and assessment is recorded.

✓ Provide a recommendation on submitted applications to decision-makers, based upon the assessment undertaken.

✓ Ensure the key documents for grant applications within the GSE remit meet Foundation requirements, reporting issues promptly when they occur.

✓ Schedule and undertake selected monitoring and evaluation meetings remotely with grant applicants, identifying those projects requiring further support and intervention from Grant Assessment Managers. Complete written reports to record activity.

✓ Oversee the installation of signage at funded sites through partner organisations, and co-ordinate the related payment of invoices.

✓ Act as an ambassador for the Foundation - delivering the best experience to anyone you interact with, be that on our website, by email, on the phone, or in person – putting our applicants, partners and supporting the game at the centre of everything you do.

✓ Answer general enquiries relating to all stages of the application and funding process in a timely, friendly and efficient manner, making sure applicants can access funding as easily as possible.

GRANT MANAGEMENT TEAM (GMT) SUPPORT

✓ Support GMT colleagues by carrying out work such as drafting letters and emails; providing responses to general enquiries; drafting grant offer letters; entering performance management data; and the collation and formatting of assessment reports.

✓ Help in maintaining performance management data within internal systems and associated dashboards.

✓ Support the grant approval process for grants over £25k, including uploading applications through our online portal.
LOCATION

Our office is currently based in Paddington, London. Like many organisations, we’re currently trialling a hybrid working model as a result of COVID-19.

KEY RESPONSIBILITIES

ORGANISATION-WIDE SUPPORT

✓ As part of a united team, respond to all incoming calls and emails, with a focus on providing a high level of customer service.

✓ Ensure that the most cost effective and appropriate travel arrangements and hotel bookings are made for members of the wider team when they attend meetings, and visit sites and facilities.

✓ Assist and support our impact team to ensure the annual cycle of surveys on grant funding performance are issued and completed, striving to achieve high levels of completion rates.

✓ Support the Board and Panel Secretary as and when needed, for example in the preparation of meeting packs or setting up of meeting rooms, to ensure the smooth running of meetings.

✓ Purchase stationary and equipment as and when needed.

OTHER ACTIVITY

The role will also be required to:

✓ Undertake any other reasonable management request, including duties as can be reasonably expected to ensure the smooth running and efficiency of the Programmes Team and wider organisation, never forgetting that teamwork is at the heart of what we do.

✓ Carry out duties and responsibilities of the post at all times in accordance with Foundation policies and principles.

✓ Ensure compliance with data protection in all matters.

✓ Uphold the ‘four corners’ of the Football Foundation.

✓ Demonstrate a commitment to equality, diversity and inclusion.
QUALIFICATIONS

✓ It’s essential for candidates Educated to GCSE / O Level (or equivalent) including Maths and English

KNOWLEDGE

✓ A knowledge and understanding of sports and how it can be used for community benefit. (Desirable)

✓ Grant application processes and governance, coupled with an ability to effectively apply this knowledge to provide high levels of customer service. (Essential).

✓ Foundation grant programmes, application processes and criteria. (Desirable).

EXPERIENCE

✓ Office administration systems and dealing with confidential information. (Essential).

✓ Delivering effective administration to support a varied team and able to work within a multi-disciplined team. (Essential).

✓ Critiquing and assessing grant applications. (Desirable).

✓ Using dashboards and other performance management software to assist in monitoring the progress of projects and performance improvement in general. (Desirable).

✓ Communicating with colleagues and customers remotely via email, video conferencing and phone. (Essential).

✓ Monitoring and evaluating the effectiveness of facilities and development plans. (Desirable).
APPLICATION REQUIREMENTS

ESSENTIAL SKILLS AND ABILITIES

✓ A passionate supporter, strong and visible passion and commitment to inspiring activity, the values of the Foundation and delivery of its strategic objectives.

✓ A real people person: friendly, helpful, flexible and supportive, taking pride in delivering excellent customer and administrative service.

✓ Strong planning and organisational skills, with the ability to prioritise a varied workload balancing important tasks with urgent demands.

✓ Strong communication and interpersonal skills, with the confidence to support applicants through the grant process, and to remain calm and collected even on the busiest of days.

✓ A united team player, actively contributing to the team to complete tasks, meet goals and manage programmes. Working together to deliver the greatest impact wherever it's needed most.

✓ Accurate, thorough and with excellent attention to detail, with the ability to achieve a high-volume of recurrent processes, while ensuring the quality of the work remains at a high-standard.

✓ Process driven, with the ability to follow standard systems and processes, but also be capable of identifying improvements to make things easier and more efficient for people – producing great results, time after time.

✓ Managing a diverse workstream, with the ability to analyse information consistently, identifying issues and escalating potential risks.

✓ Flexible and adaptable - willing to support others at times when organisational priorities take precedence and being open to new ways of doing things.

✓ Demonstrating a proactive approach and positive attitude, and always looking for ways to add value to the Foundation, our partners and our applicants.

✓ The ability to develop and sustain a level of professionalism at all times.

✓ Proficient in the use of Microsoft Teams, Outlook, Word, and Excel with the appropriate level of IT competencies to learn new software and support the completion of tasks in a fast-paced environment.

✓ A star performer, striving for excellence and committed to self-development to support the growth of the business and requirements of the role.

✓ A commitment to fair play, with an understanding of and passion for equality, diversity and inclusion.
**APPLICATION OFFER — GRANT SUPPORT EXECUTIVE**

**SALARY & BENEFITS**

- We currently have opportunities for full-time, permanent Grant Support Executives and one full-time, temporary role, that is expected to last until the end of January 2023.

- The salary band for this role is £24,000 to £26,000 per annum (dependent on experience).

- You will initially be entitled to [25 days annual leave plus bank holidays](#). The Foundation also offer a generous pension scheme (8% employer contribution), yearly collective bonus, free healthcare provision, a monthly gym subsidy, interest-free season ticket loan, death in service benefit and access to selected match tickets.

- We are committed to helping our staff maintain a healthy work-life balance, so offer flexible working hours around core hours to help achieve that.

**INDUCTION**

- The Foundation offer a comprehensive induction process where you will learn about the culture of the Foundation and the way we work, as well as learning from your colleagues in the Grant Assessment Team about processes and practices.
EQUALITY & DIVERSITY COMMITMENT

We request that all applicants complete our equal opportunities form as part of the application process. This anonymous and confidential form helps the Football Foundation to build up a picture of who is applying to join the organisation, and to monitor progress in this area. The link to complete this is in the application process.

The Football Foundation is committed to, and values, the principles of diversity, equality and inclusion. We strive to provide an inclusive and supportive working environment where all our team feel respected and supported in fulfilling their potential. We encourage and welcome applications from all, regardless of background and are particularly interested to hear from individuals belonging to under-represented groups including diverse ethnic communities, individuals with a disability and those from the LGBTQI+ community.

To ensure we have the best chance of tackling inequalities through our work, we are determined to be an inclusive and diverse organisation that understands the communities we serve.

INTERVIEW ACCESSIBILITY

Reasonable adjustment to the interview and application process can also be made for any candidates with a disability, please contact us at jobs@footballfoundation.org.uk
1. APPLICATION

To apply, please follow the steps outlined below:

- Please send the following to jobs@footballfoundation.org.uk
  - CV
  - Cover letter highlighting your motivation for the post and indicating how your skills and experience meet the criteria for the role. Please also confirm if you are applying for a permanent role, the temporary role, or are happy to be considered for both opportunities.

- Complete an anonymous Equal Opportunities form:
  - Click here to fill it out. Please only submit one form, if you have any issues get in touch.

Closing date for applications: 9:00am Monday 26 September 2022

We thank all applicants for taking the time to apply, however, due to the high number of applications received for most roles, the Foundation only contact candidates if they are shortlisted for interview. If you do not hear from us within two weeks of the closing date, you should assume your application has not been successful.

The Foundation aim to provide feedback to shortlisted candidates who are unsuccessful at interview. However, due to the volume of applications received for most roles, the Foundation will unfortunately not provide feedback to those candidates who are not shortlisted for interview.

2. SELECTION

All applications received will be shortlisted against the role requirements and person specification. Those most closely matching our requirements will be invited to take part in an online interview.

Interviews are currently scheduled for:
Monday 03 October 2022

3. CHECKS AND REFERENCES

If you are successful in your application, we will ask you to provide us with the contact details of two organisations that we can apply for an employment reference; one of which must be your current/most recent employer. Please be aware that the Foundation aim to have all references in place before new team members commence employment with us.

Under the Immigration, Asylum and Nationality Act 2006, you are required to provide evidence of your right to work in the UK. If called for an interview, you will be advised of the documents that you will need to provide, which, if you are offered employment, will be checked to ensure the Foundation complies with current legislation.

FURTHER INFORMATION AND QUERIES

This Recruitment Pack is designed to be comprehensive; however, if you have any further questions regarding this role, please email: jobs@footballfoundation.org.uk
Information provided as part of your application will be used for the recruitment process. Any data about you will be held securely with access restricted to those involved in dealing with your application and in the recruitment process.

If you are successful in your application, the information you provide during the application process will be retained by us as part of your employee file for the duration of your employment, plus 6 years following the end of your employment.

If you are unsuccessful at any stage of the process, we will retain your personal information for a period of six months after we have communicated to you our decision about whether to appoint you to work.

Please see the full Privacy Notice for job applicants on the Careers page of our website for more information about how and why your personal data will be used, namely for the purposes of the recruitment exercise, plus your rights in relation to your data.
For more information, please email: jobs@footballfoundation.org.uk