



NORFOLK COUNTY FA CAREERS

WORKING TOGETHER TO SUPPORT
#NORFOLKFOOTBALL

FDC ASSISTANT GROUNDS OFFICER

DEPARTMENT	Facilities & Development
REPORTS TO	Head of Facilities & Deputy CEO
LOCATION	The FDC, Clover Hill Road, Norwich, NR5 9ED
CONTRACT TYPE	Part-time, permanent
SALARY	Aged 23+ - £10.94 per hour Aged 21 / 22 - £10.20 per hour Aged 18 / 20 - £7.50 per hour
CLOSING DATE	17/01/2024

APPLY

EQUALITY & DIVERSITY FORM



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THE
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FOOTBALL DEVELOPMENT CENTRE

OUR ORGANISATION

Norfolk County FA is the not-for-profit, governing body of football in Norfolk. Founded in 1881, it governs, regulates and develops grassroots football across the County, sitting under the umbrella of The FA.

We oversee 12 leagues, 270 clubs and over 1500 teams, with over 25,000 participants of all ages playing football each week. Thousands more people of all demographics are involved in the local game via coaching, refereeing, and volunteering.

We manage 14 County Cup Competitions each season, oversee match official recruitment and appointments, and operate 2 state-of-the-art football facilities known as our Football Development Centres (FDC's). Our flagship venue is The FDC in Norwich which boasts the newly developed Harrod Sport Arena as well as multiple small-sided 3G pitches, along with a fully licensed bar and café.

We pride ourselves in being one of the most forward-thinking County FA's in the Country:
[Norfolk Football – A strategy for everyone.](#)



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WORKING FOR US

We believe that Norfolk FA is a great place to work.

We are proud of our positive culture, innovation, and one team ethos as a workforce. Every member of staff has a part to play in the development of #NorfolkFootball, and together we can change lives within the local communities around the County.

We offer flexible working hours where possible, Nike teamwear kit, employee perks and benefits designed by our staff well-being working group, professional development and training opportunities, and great progression pathways across the staff structure.

Employees can be based across our two Football Development Centres, or within the new County Headquarters Office located on the grounds of The FDC in Norwich. Where appropriate, staff have the ability to work across multiple venues.



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THE ROLE

- To support delivery of the County FA's Business Strategy and The FA Grassroots Football Strategy.
- Carry out maintenance of the FDC's 3G pitches, pavilion and surrounding grounds to the highest standards.
- Identify any repairs or refurbishments that are required at The FDC and report them to the Grounds Officer or FDC Manager.
- To contribute towards the facility complying with key policies, including Safeguarding and Health & Safety, and other FA regulations where relevant.
- To contribute to the effective implementation of The FA's Safeguarding 365 Standard for County FA's.



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KEY RESPONSIBILITIES

- Presentation of all 3G pitches to the highest standard for matchplay and training.
- Carry out maintenance duties on the 3G pitches such as pitch brushing, rubber crumb infills, pitch repairs and line marking.
- Carry out repairs to netting, fencing, boards and goals as required.
- Liaise with the Grounds Officer or FDC Manager on a daily basis to ensure pitches are appropriately prepared for usage.
- Carry out general repairs to the FDC's pavilion.
- Carry out general maintenance and management of the FDC's outer grounds, including car parks, grass areas, walkways and bins.
- Carry out basic maintenance to the facilities machinery as required and operate within the County FA's safe operating guidelines.
- Provide maintenance support to The FDC Open (NR7) as and when required by the business.
- Be a responsible key holder for The FDC and carry out procedures such as opening and locking up.
- Attend the compulsory quarterly review meetings with the Head of Facilities & Deputy CEO
- Awareness of all the County FA policies and procedures
- Execute tasks as required to meet the County FA's changing priorities



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PERSON SPECIFICATION

EDUCATION / QUALIFICATIONS / TRAINING

ESSENTIAL

- None

DESIRABLE

- 3G Pitch Maintenance Qualification
- GCSE – Maths and English to Grade C or IGCSE - Maths and English Grade 4

SKILLS

- Ability to carry out repair and maintenance work with expertise in DIY – e.g. woodwork, plumbing, painting and decorating skills
- Ability to work on your own and as part of a team
- Be able to demonstrate the use of individual initiative
- Evidence of innovation and problem solving
- Excellent attention to detail
- Sound organisation and planning skills

KNOWLEDGE AND EXPERIENCE

- Previous experience of caretaking and or grounds maintenance
- Experience of keeping work records
- Knowledge of health and safety regulations and compliance, including COSHH and Risk Assessment
- Experience of working within a football and or leisure setting
- Experience of driving small tractors and ride on mowers

ENHANCED DBS CHECK REQUIRED?

Yes, with a check of relevant barred lists

CLEAN, FULL DRIVING LICENCE?

Essential



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NORFOLK FA DNA

The job holder will be expected to understand and work in accordance with the values and behaviours described below:

DNA

BEHAVIOURS

INCLUSIVE

'Having inclusion at the heart of the way that we work and operate'

- Openly collaborates with colleagues, individuals, and partners in the game
- Provides equal opportunity to people of different backgrounds, experience, and perspective

EMPATHETIC

'Demonstrating empathy with colleagues, individuals, and partners that we work with'

- Considers the impact that decisions and views may have on other people's feelings
- Demonstrates a caring and supportive approach to the thoughts and feelings of other staff members

INNOVATIVE

'Continuously looking at new ways and ideas to ensure Norfolk Football moves forward'

- Seeks out and embraces new ways of thinking and working
- Utilises the resources available to achieve the best possible outcome

PASSIONATE

'Demonstrating an enthusiasm and drive to serve Norfolk Football'

- Focused on seeing agreed goals through to completion, taking pride in their work
- Works relentlessly to overcome roadblocks or obstacles to achieve goals

TRANSPARENT

'Offering total visibility and demonstrating integrity within everything we do'

- Provides open communication internally and externally, where appropriate
- Demonstrates accountability for actions and behaviours



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THE
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FOOTBALL DEVELOPMENT CENTRE

WORKING HOURS

Part-time – 18 Hours Per Week

Core working hours of 8.00am – 2.00pm Tuesday, Wednesday and Thursday, with occasional varying shift times and weekend days in line with the operational needs of the Association and the Football Development Centre (cup final and tournament season).

FURTHER INFORMATION

If you have any questions regarding this role or any of the information enclosed within this job pack please email Michelle.Stewart@NorfolkFA.com



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So, you want a career in football? Well now's your chance!

Work with a great group of people in an exciting and fast paced environment that has the development of the beautiful game at its core.

Make a difference and play your part in changing lives through the power of grassroots sport.

Join us!

APPLY

EQUALITY & DIVERSITY FORM

This job description is only a summary of the role as it currently exists and is not meant to be exhaustive. The responsibilities/accountabilities and skills/knowledge/experience/behaviours might differ from those outlined and other duties, as assigned, might be part of the job.

Norfolk County Football Association embraces the diversity of Norfolk Football and promotes equal opportunities for all. We welcome applications from all candidates regardless of age, race, disability, gender reassignment, pregnancy and maternity, sexual orientation, marriage and civil partnership, sex and religion or belief.

Norfolk County FA is committed to safeguarding children and adults at risk. Due to the nature of this role, the successful candidate will be required to undertake a Disclosure and Barring Service (DBS) check through The FA DBS process. The possession of a criminal record will not necessarily prevent an applicant from obtaining this post, as all cases are judged individually according to the nature of the role and information provided.



Norfolk County Football Association Ltd
Registered Office: Norfolk County FA, theFDC, Clover Hill Road, Norwich, NR5 9ED
Incorporation No: 3830562 England
To find out more about how we hold personal data, please read our Privacy Policy



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