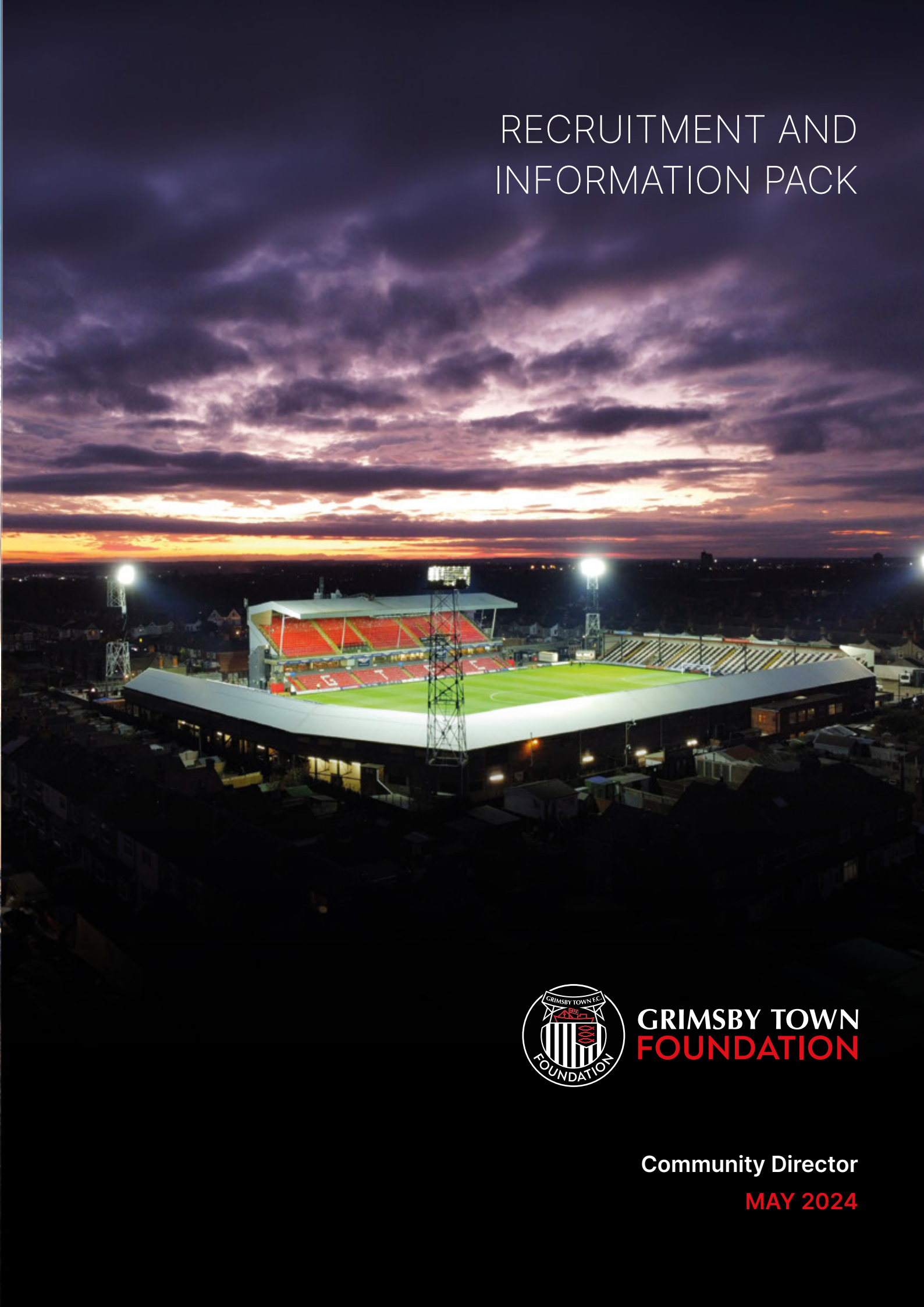


RECRUITMENT AND INFORMATION PACK



GRIMSBY TOWN
FOUNDATION

Community Director

MAY 2024



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FEBRUARY 2024

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JUST DO IT

MESSAGE FROM OUR BOARD

Thank you for the interest you have shown in Grimsby Town Foundation, the charitable arm of Grimsby Town Football Club.

It is an incredible time to be joining the Charity as we continue our work to tackle the consequences of inequality, providing some positive opportunities and support to the community of North East Lincolnshire and the surrounding area.

We are already rooted in our community, we have set out our vision, our mission, our goals, our themes and our values based on what we know and what we can achieve when we work together.

We realise we cannot meet all the challenges that face our community by ourselves, however we strongly believe by using the power of the badge in partnership with others we can make a real difference.

This is an exciting time as we look to grow our activities over the next few years, backed by the football club's owners who are giving this their enthusiastic backing. To achieve this, we need an experienced leader who is dedicated to driving forward the Charity to reach its full potential.

We look forward to receiving your application

Chris Grocock
Chair of the Board





ABOUT US

Grimsby Town Foundation traces its roots back to 1986 when it was originally established as “Grimsby Town Football in the Community.” Its primary mission was to foster a strong connection between the football club and the local community, particularly by engaging with young people, using the strength of the club badge.

In 2008, the organisation achieved registered charity status, marking a significant milestone in its journey. Grimsby Town Foundation is dedicated to four core areas of focus: Participation, Health and Wellbeing, Education and employability, and Inclusion. It's important to note that while these four pillars form the foundation of our work, they are by no means the sole areas of our engagement.

Our programmes are in a constant state of evolution, driven by the ambition to become a well-established, forward-thinking, and self-sustaining initiative that extends its reach throughout the communities in North-East Lincolnshire and Lincolnshire.

Our impact is felt across diverse locations, as we provide specialised Primary School programmes that complement the work of our partner schools. Additionally, we deliver the Premier League Kicks programme in the community, alongside various other community-focused initiatives such as the HAF and our Warm Space projects.

With our recent rebranding to “Grimsby Town Foundation,” we now better embody our current role within the community. Our projects are at the very heart of the community, aligning seamlessly with the football club's “greater together” approach. Our values, strategy, and vision are dedicated to further enhancing our community engagement, working in collaboration with partner agencies, and using the club's emblem as a unifying symbol for projects deeply rooted in the community.





Grimsby News

Level
Playing
Field



Unite For Access

For disabled sports fans

OUR STRATEGIC FRAMEWORK

Our Vision	Inspire	Engage	Include			
Our Mission	We will inspire, engage and include everyone in our community to lead more active, healthier and happier lives.					
Our Goals	To increase our level of engagement with people living in North East Lincolnshire and surrounding areas, to enhance their skills to develop opportunities for learning, training and employment.	To reduce health inequalities and improve the health and wellbeing of our community by ensuring we are accessible and by promoting a better understanding of how lives can be lived healthier and happier.	To provide a range of activities, including sport, to increase the opportunities for children, young people and adults to participate in physical activity.	To continue and increase our community engagement, both with service providers in North East Lincolnshire and surrounding areas and through civic participation.		
Our Themes	Education and Employability	Health and Wellbeing	Participation	Community Engagement		
Our Pledge	WE WILL – embed our values in everything that we do WE WILL – be adaptable and innovative in our approach WE WILL – operate the highest standards of governance and quality WE WILL – evidence, evaluate and measure the impact of our themes of work WE WILL – continue and expand our effective partnership and collaborative working WE WILL – invest in our people and our community WE WILL – create a safe environment which is accessible for all					
Our Values	Pride	Integrity	Courage	Inclusive	Ambitious	Passion



OUR WORK

At the heart of the community is where you will find us delivering sessions across a diverse range of subjects.

Premier League Kicks

Supported by the Premier League we deliver coaching and community sessions.

Primary Delivery in conjunction with the Premier League Primary Stars scheme – We have a wide range of primary schools where we deliver coaching and community sessions to support each school's curriculum.



Football Scholarships

Our football BTEC scholarship is a unique opportunity, delivered in partnership with Franklin College for Year 12 and 13 students. We are excited to announce that from 2024 we will be offering a shadow scholarship for year 12 and 13 girls. This follows a groundbreaking elite talent pathway for girls set up earlier this year. These opportunities are a gateway into football in several areas including potential professional game opportunities.



Fair Play League

We work in partnership with NELC young and safe team to deliver evening sessions across the borough. We utilise local facilities such as the Shalom Youth Centre and Centre 4 providing football coaching and PHSE sessions.

Half Term Courses

Through NE Lincs funding, we provide support for children through delivering football courses, matchday experiences and additional PHSE support such as nutritional guidance, healthy relationships and keeping safe online.

Heritage Project

With 145 years of bringing the community together, we are now working towards providing easy access to all of our heritage across the years! This includes exhibitions and a new Heritage website accessible at:

gtfcheritage.co.uk

Community Projects

Our work transcends football. We are very much a community club with the #greatertogether tagline at the heart of everything that we do. We spend a lot of time in our community, but Blundell Park is also used as a hub for initiatives like winter warm space and the holiday activity and food programme.

University of South Wales Degree Programme

Our degree programme provides a pathway for all of our participants regardless of background. Giving people the opportunity to work with the club and graduate from scholarships into a full degree programme.





CREASED VITAL CAPACITY

the amount of air which can be forced out of lungs after max inspiration"

Basically your maximum breathe size.

- As a result of having stronger respiratory muscles from training a weightlifter's lungs expand more than in most people so they can get more air into their lungs because the diaphragm contracts, internal and external intercostal muscles are stronger and can lift the rib cage up higher and push them out further.
- It also means that the internal intercostal muscles also contract more quickly on breathing out so they can push more air out more quickly.
- Thus basically means that their lungs can hold more air and if you can do this you can get more oxygen in and get waste out more quickly.

Franklin College

macro

macro

JOB PURPOSE

- To lead the Charity with honesty, integrity and a sense of direction and purpose that inspires, empowers and supports staff.
- To be an advocate and ambassador for all Grimsby Town Foundation's work in a way that builds reputation, credibility and visibility.
- To connect the Club to the local community by delivering programmes that have a meaningful impact.
- To seek innovative opportunities that respond to the needs of the local community and aligned with partner aims.
- To work with the Club's Chief Executive to ensure that Grimsby Town Foundations feels very much a part of the whole club, embracing the shared services already in place for the corporate functions.

MAIN ROLES & RESPONSIBILITIES

- Determine a clear direction for Grimsby Town Foundation by developing a Strategic Plan, underpinned by a succinct business plan and staffing structure.
- Lead the Charity in identifying and developing business opportunities which secure agreed levels of income from a range of sources to support the sustainability and managed growth of Grimsby Town Foundation.
- Lead, develop and inspire a cohesive senior leadership team to manage and motivate staff and volunteers to achieve Grimsby Town Foundation's strategic priorities and successfully deliver projects and objectives.
- Establish, develop and lead strong partnerships and collaborations by influencing and advocating Grimsby Town Foundation's strategic priorities.
- Continually develop and reinforce an entrepreneurial and performance management culture across the organisation focused on achieving key outcomes by performance review and a culture of continuous learning and improvement.
- Build excellent working relationships and maintain an effective and appropriate flow of reporting to the Board.
- Establish and monitor key indicators of organisational impact and financial health.
- Ensure sound financial management of the approved budget in order that the Charity has the human material and financial resources to operate effectively and successfully.
- Maintain awareness and respond to risks and changes in the external environment and consider current and future opportunities and constraints and devise strategies, policies and plans accordingly.
- Ensure good governance and compliance with all statutory and funder responsibilities.





ACCOUNTABLE TO GRIMSBY TOWN FOUNDATION BOARD FOR

- The annual planning cycle for strategy review, business planning and policy development, and with the Chair for enabling Board development.
- Senior Leadership team.
- Grimsby Town Foundation budget setting and reporting. This includes a financial income target agreed on an annual basis.
- Key engagement priorities, including strategic stakeholders nationally and locally, including the media.

KNOWLEDGE & EXPERIENCE

Our ideal candidate would have the following skills and experience:

- An organised, strategic mindset along with an understanding of community development and partnership work.
- A successful record of leading organisations or multi-faceted teams and implementing strategies and business plans.
- Experience generating significant income sources and managing complex funding streams.
- Experience of the voluntary sector and/or working with our target audiences.
- Experience of being a leading ambassador for an organisation, growing partnerships and networks that help drive growth and impact.
- Experience of assisting in leading/managing a team and leading others to deliver results.
- Experience of working to deadlines, in a high-pressure environment.
- Excellent IT skills (ideally proficient in Microsoft Word, Excel and web-based content management tools).
- Excellent organisational and time management skills.
- Excellent stakeholder engagement and management skills, with experience of effective and authentic engagement with a wide range of people.
- Excellent verbal and written communication skills.
- An inclusive relationship builder with a wide variety of stakeholders.
- Passion for our mission and commitment to the values of the Charity. You will be ambitious for our organisation and for the community we serve. You will have a strong commitment to diversity and inclusion and embed this even further at the heart of our charity's work.
- A willingness to learn and develop as an individual, through CPD.
- A flexible approach as this role requires work outside of normal office hours.
- To have due regard for safeguarding and child protection policies, including the welfare of children and young people





SAFEGUARDING STATEMENT

Grimsby Town Foundation is committed to safeguarding the welfare of children and young people and expects all staff and Volunteers to endorse this commitment. This post requires an Enhanced Disclosure and Barring Service Check (DBS) as such it is exempt from Rehabilitation of Offenders Act (1974). Therefore, all convictions including spent convictions that have not been subject to filtering by the DBS should be declared. Relevant information and/or documents will be distributed as part of the recruitment process.

EQUALITY, DIVERSITY AND INCLUSION

Grimsby Town Foundation's commitment to equality, diversity and inclusion is to confront and eliminate discrimination whether by reason of age, gender, gender reassignment, sexual orientation, marital status or civil partnership, nationality, ethnicity (race), religion or belief, ability or disability, pregnancy or maternity and to encourage equal opportunities (Protected Characteristics, Equality Act 2010).

Employees of Grimsby Town Foundation must ensure a positive commitment towards equality, diversity and inclusion 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.

GENERAL INFORMATION

The employee must at all times carry out their duties with due regard to Grimsby Town Foundation policies and procedures.

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 Grimsby Town Foundation.





EMPLOYEE BENEFITS

Salary £50,000 to £60,000 per annum dependent on experience

28 days annual leave inclusive of bank/public holidays

Two discretionary, non-contractual days. For example, celebrate your birthday and prepare for a festivity

Flexible working

Company pension scheme

Staff social activities

Discounted Grimsby Town Football League fixture tickets

Discount in the Grimsby Town Football Club shop

Support for health and wellbeing, including access to occupational health support and confidential counselling

Inclusive and welcoming environment – equality, diversity, and inclusion priorities are embedded throughout the organisation

Interested? For further information and to request an application form

Follow this link..

<https://hr.breathehr.com/v/community-director-grimsby-town-35125>

For your application to be considered you must complete our application form and attach your CV along with a supporting statement detailing how you meet the needs of the role and person specification.

1. Deadline for applications midnight on 19th May
2. Initial interviews to be held week commencing 27th May
3. Final interviews to be held week commencing 3rd June

Please note we reserve the right to close the vacancy earlier than scheduled if a sufficient number of applications are received.

Grimsby Town Foundation is an equal opportunities employer and aims to ensure all applicants are treated fairly and equitably regardless of gender, race, colour, ethnicity, age, disability, social economic background, religious or political beliefs, marital status, maternity or paternity or sexual orientation.



North East Lincolnshire is a great place to live and bring up a family. There are a number of beautiful locations in and around the area of Grimsby and Cleethorpes which are ideal places to live, and our house prices are among some of the most affordable in the country. We are also on the doorstep of the Lincolnshire Wolds - an area of outstanding natural beauty.

Grimsby is at the centre of one of the biggest renewable energy booms in the whole of Europe, resulting in a growth of retail, hospitality and leisure facilities across North East Lincolnshire.

Cleethorpes is blessed with one of the longest and naturally beautiful beaches and the town has great events that attract visitors from all over the country, including carnivals, air displays, street markets and other cultural events.

The location also has great transport links with two train stations, an international airport less than 20 miles away, and being less than an hour away from Hull, Lincoln and Doncaster.

North East Lincolnshire is a truly wonderful place to live and work.



**GRIMSBY TOWN
FOUNDATION**

Blundell Park
Cleethorpes
DN35 7PY

Email: recruitment@gtfc.co.uk

Registered Charity Number **1123447**