



Job Pack

Community Cohesion

Manager

Who are BFCCT?

Blackpool FC Community Trust (BFCCT) is the official charity of Blackpool FC, based at Bloomfield Road Stadium. Working with residents as young as two years old up to adults in the later stages of life, Blackpool FC Community Trust provide a diverse range of programmes to increase social inclusion opportunities; improve physical fitness, health, and education; and lessen involvement in anti-social behaviour.

Many of the initiatives we deliver are directly funded through partner organisations and grant-awarding bodies. Some of these include The Premier League; the EFL Trust; The PFA; Sport England; Big Lottery; The Football Foundation; NHS Blackpool CCG and Blackpool Council to name a few. BFCCT constantly evolves to support local need and by linking with local partners we can increase our impact on the town.

Working with so many organisations has allowed us to become a vital strategic partner in activity provision across Blackpool and the Fylde Coast. In addition to the wealth of programmes out in the community and local schools, BFCCT provide several education opportunities on site. These include an alternative to main-stream schooling for Year 10 and 11 students; Traineeships for those not currently in work or education; as well as full-time education offers as part of Blackpool FC Sports College. Studying at Blackpool FC Sports College gives students the unique opportunity to learn within the largest sports organisation in Blackpool. This means students can speak to, and gain experience from, professionals currently working in the sport, fitness, and leisure sector.

In recent years, the Community Trust has grown into a well-established organisation, providing something for everybody, that every Blackpool FC fan and resident should be involved with and very proud of. Last season we were awarded with Community Club of the Season at the Northwest Football Awards as well being crowned Regional Community Club of the Season at the EFL Awards.



Our Mission

our core purpose...

To develop and deliver diverse community programmes and build partnerships to provide the people of Blackpool with the best opportunities.

We will do this by;

- Increasing social inclusion
- Improving physical fitness, overall health
- Reducing involvement in anti-social-behaviour
- Raising aspirations and expanding local education offers

Our Values

How we go about our work...

In all of our work we will be;

Bold &
Innovative

We will encourage staff to innovate to provide the best possible opportunities for residents and be bold in the development of ideas and future plans.

Focused on our
Community

At all times, in everything we develop and deliver, we will have the people we are hoping to engage at the heart of our intentions.

Creative &
Forward Thinking

We will find creative ways around barriers to engagement and develop programmes that are successful, accessible and enjoyable whilst anticipating future issues and trends.

Our Vision

Where we want to go in the future...

To continue to change the lives of local residents and build a more healthy, active and work ready community.

Job Title: Community Cohesion Manager

Salary: £34,705 - £38,262

Hours: Full Time - 37 Hours a week

Location: Bloomfield Road Stadium

Responsible To: Deputy CEO

Closing Date: Monday 22nd September

Job Purpose

Blackpool FC Community Trust is the official charity of Blackpool FC, based at Bloomfield Road Stadium. Working with residents as young as 2 years old up to adults in the later stages of life, BFCCT provide a diverse range of programmes to increase social inclusion opportunities; improve physical fitness, health, and education; and lessen involvement in anti-social behaviour.

In recent years the Trust has grown significantly and has become an established organisation, providing something for everybody, that every Blackpool FC fan and resident should be involved in and very proud of.

Blackpool FC Community Trust is seeking a dynamic and dedicated individual to join our Community Programmes team as the Community Cohesion Manager. This is an exciting opportunity to take the lead in coordinating, planning, delivering, monitoring, and evaluating impactful youth activity programmes. The successful candidate will be responsible for managing a team of six full-time staff, four part-time staff, and a bank of casual staff, as well as overseeing a budget in excess of £350,000. This budget will be used to develop, manage, and sustain these essential programmes, ensuring their ongoing success and impact.

Central to the role are the Premier League (PL) Kicks and Holiday Activities and Food (HAF) programmes, which focus on engaging and inspiring young people through positive, diversionary activities, interactive workshops, and social action initiatives for young people in targeted areas across Blackpool.

The Community Cohesion strand includes a range of programmes aimed at engaging a diverse audience, with a primary focus on reducing and preventing antisocial behaviour (ASB) and crime. This involves managing the Champions and Tower Above initiatives, which deliver tailored one-to-one support for young people and young adults. By harnessing the transformative power of sport and personalised mentoring, these programmes seek to build positive relationships and empower young people and young adults to achieve their aspirations and access meaningful opportunities for growth and success.

The post holder will be responsible for managing cohesion and youth sport delivery staff and accountable for making sure all KPI's and targets are met for all programmes within their remit. Ensuring high quality monitoring and evaluation methods and techniques are in place is a crucial component of this to meet the needs of the commissioners and target audience.

The post holder will also work alongside the Deputy CEO to develop funding proposals as well as respond to reports for partner agencies and commissioners.

Blackpool FC Community Trust, based at Bloomfield Road Stadium and is the official charitable arm of Blackpool Football Club, with a focus on engaging, developing, inspiring and supporting the people of Blackpool to live better lives.

Main Roles and Responsibilities

- Manage and oversee the PL Kicks project, running every weekday evening, and the PL Kicks HAF programme, delivered during half-term both during the day and evenings.
- Manage and oversee cohesion programmes, including Champions, Tower Above, and any newly developed projects within this strand.
- Screen Champions and Tower Above referrals and appropriately allocate them to staff caseloads.
- Provide line management for a team of full-time, part-time, and casual staff.
- Conduct quarterly one-to-one performance reviews and offer ongoing line management support to promote staff well-being.
- Identify, recruit, and manage volunteers through internal and external relationships.
- Ensure project reports and data are submitted to a high standard in line with set targets and KPIs with all M&E and admin being kept up to date.
- Engage new participants through community outreach, events, and collaboration with partners.
- Maintain and develop relationships with key partners and stakeholders, such as PLCF, Blackpool Council, VRN, Police, and Blackpool Youth Partnership Provision.
- Manage relationships with local colleges and sixth forms, ensuring high standards in delivery and partnership management.
- Develop targeted interventions with partners to engage specific groups identified through insight.
- Work with the Deputy CEO to identify and secure new funding opportunities.
- Ensure projects are delivered within budget expectations.
- Submit project reports and data to a high standard, meeting targets and KPIs, while maintaining up-to-date monitoring, evaluation, and administration records.
- Ensure all activities and sessions are safe, suitable, and inclusive for all participants.
- Supervise and support delivery officers and volunteers to ensure adherence to protocols and safe delivery standards.
- Carry out necessary administrative tasks, including maintaining staff records, registers, and quality assurance documentation.
- Work with the media team to develop and share regular, varied communications content across internal and external platforms.
- Attend local, regional, and national events and network meetings to represent BFCCT.
- Ensure the safety and well-being of all participants in Community Trust activities by adhering to Health & Safety guidelines and safeguarding policies.
- Adopt an accessible and flexible approach to fulfilling the role, including working unsociable hours, evenings, and weekends, as required.
- Undertake other duties and responsibilities, in line with the post
- Adhere to policies and procedures outlined by BFCCT.

Person Specification

Knowledge
Essential
Relevant Degree Level Qualification or equivalent experience
Enhanced Disclosure and Barring Service (DBS) Certificate
Relevant Safeguarding Qualification or a commitment to working towards obtaining one.
Driving License and access to a vehicle
Desirable
Level 2 or above youth work qualification
Level 2 National Governing Body Coaching Qualification

Skills & Experience
Essential
Able to demonstrate excellent oral and written communication / presentation skills, which are culturally competent.
Good organisation and time management skills, and able to prioritise and work within deadlines.
Ability to work independently, line manage, supervise and motivate team members.
ICT Literate.
Excellent communication and motivational skills
Able to work within a diverse community and draw on individual strengths to promote project participation.
Commitment to develop self and staff to improve performance and CPD.
Strong commitment to quality service delivery.
A commitment to supporting participants, and the principles of equality, diversity and inclusion
An enthusiastic and committed individual who will 'go the extra mile' to deliver results
Previous project management and budgetary experience.

Proven track record of inspiring and working with and inspiring children and young people.
Previous experience working with statutory and non-statutory organisations
Desirable
Experience of multi-sports coaching within the community
Experience in negotiation, influencing, and conflict resolution.
Experience in delivering high-quality youth engagement activities.
Previous experience working in the charity sector, Youth Service or Football Club Community organisation (CCO)
Knowledge of current BFCCT Community programmes.
Local knowledge of Blackpool.
Knowledge and/or experience of the youth criminal justice pathway.
Local knowledge of key partner organisations in Blackpool.

Employee Benefits

- Free on-site parking
- Community Trust staff kit
- Allowance for work-related expenses
- Opt-in membership to the Perkbox discount platform
- Support with work-related CPD opportunities
- Club shop employee discount (20%)
- Corner Flag Restaurant employee discount (40%)
- Increased annual leave after 5 and 10 years of service
- Employee Assistance Programme

Important Information

Blackpool FC Community Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This role involves the supervision of and work with children and young people or vulnerable adults and therefore you will require an Enhanced Criminal Records Check (CRC) through the Disclosure and Barring Service (DBS) and clearance for work in football by the FA. As such, this post is exempt for the rehabilitation of Offenders Act (1974) and the applicant must disclose all previous convictions including spent convictions.

Blackpool Football Club Community Trust is a Forces' Friendly Employer and encourages applications from members of the Defence community.

As Blackpool FC Community Trust is a diverse organisation that respects differences in race, disability, gender, gender identity, sexual orientation, faith, background, or personal circumstance we welcome all applications. We want everyone to feel valued and included within the organisation to achieve their full potential. Blackpool FC Community Trust is opposed to any form of discrimination and commits itself to the redress of any inequalities by taking positive action where appropriate.

You provide several pieces of data to us directly during the recruitment exercise. In some cases, we will collect data about you from third parties, such as employment agencies, former employers when gathering references. Should you be successful in your job application, we will gather further information from you. If you would like to know more about the data, we collect and how we use the data please email selina.hayes@bfcct.co.uk.

www.bfcct.co.uk