



Job Pack

Chief Executive

Officer

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: Chief Executive Officer (CEO)	Salary: Competitive (Based on experience)
Hours: 37 hours	Location: Bloomfield Road Stadium
Responsible To: Board of Trustees	Closing Date: Thursday 20th August 2026 - 5pm

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.

As Chief Executive Officer, you will be responsible for the overall leadership, performance and sustainability of Blackpool FC Community Trust. Working closely with the Board of Trustees and Senior Leadership Team, you will develop and deliver a clear strategic vision, strengthen the Trust's reputation and secure the resources needed to maximise community impact.

You will lead a diverse team across early years and primary provision, education, community engagement and facilities ensuring the organisation remains innovative, financially sustainable and true to its charitable purpose.

The key aspects of this role are:

To provide exceptional leadership and management to Blackpool FC Community Trust, creating an environment where the charity can develop and prosper, leading the Trust by example and developing a positive culture where all staff are inspired to succeed.

To deliver the vision of our 2024-27 strategy, 'to change the lives of local residents and build a more healthy, active and work ready community' and lead on the development of the next strategy beyond 2027.

To maintain and grow the impact of Blackpool FC Community Trust through expanding the scope and reach of the charity's work, ensuring sustainability and diversity of income streams, that can be reinvested in community based activity for the benefit of Blackpool and its communities.

To continually enhance the reputation of Blackpool FC Community Trust locally and nationally, so that locally we are recognised as the 'go to' organisation for excellence in community delivery and that nationally we over perform when benchmarked against similar organisations.

Main Roles and Responsibilities

Leadership & Management

- Provide inspirational leadership across the organisation, fostering a positive and inclusive culture.
- Drive continuous improvement, innovation and organisational growth.
- Lead the Community Trust staff and volunteers, providing a structured training and development programme in line with the Community Trust's values
- Lead, develop and support the Senior Leadership Team.
- Maintain the strong relationship with Blackpool Football Club as its official charity. Work with Blackpool Football Club and partners to ensure joined-up activity and communication across the club and the local community.
- Ensure Safeguarding, Equality, Diversity, and Inclusion are embedded across all areas of the Community Trust.

Strategy & Governance

- Act as principal advisor to the Board of Trustees, ensuring all statutory, regulatory, and contractual requirements required by law, regulation, or contract are adhered to, including Charity Commission and HMRC compliance.
- In conjunction with the Board of Trustees, develop, communicate, and implement a Strategic Plan for the Community Trust that is ambitious and focused on business growth in order establish the charity as one of the leading Football Club Charities in the country.
- Promote the development and implementation of the Charity's policies and procedures regarding Health and Safety, Equal Opportunities, Financial Regulations, Human Resources, Administration, ICT, Data Protection, Safeguarding and any other key policy area as required.
- Lead on BFCCT's submission to the EFL/PL Capability Code of Practice every three years and maintain compliance each season, with support from the Senior Leadership Team.
- Support the Board of Trustees to develop key committee groups, to support the Board of Trustees with Finance and Risk, BFC School and People.

Funding & Financial Stability

In conjunction with the Senior Leadership Team

- Prepare an annual budget for the agreement of the Board of Trustees and implement effective financial management and accounting arrangements to deliver the activities of the Community Trust within budget.
- Provide oversight, scrutiny, review, and challenge over the use of Community Trust funds, including ensuring that funds are appropriately and transparently categorised and used for the intended purpose in line with our strategy.
- Develop and implement initiatives that maintain and increase the Community Trust's charitable funds, with particular focus on unrestricted funding, to help deliver the Strategic Plan and invest in community-based activity for the benefit of Blackpool, the Fylde Coast and their communities.
- Work closely with the Club to maximise new sponsorship opportunities and develop strong funding relationships.
- Develop and maintain a 'pipeline' of investment opportunities and share these with fundraising and other colleagues as a means of enhancing our brand and giving fundraisers information they need to attract donors and funding.
- Work with colleagues across the charity to proactively identify opportunities to invest funds, either internally or with partner organisations (e.g. based on evidence gathered around emerging needs and innovative ideas, to attract matched funding for larger projects).

Impact Evaluation

- Establish a process of monitoring and reporting against objectives by providing timely reports to the Board of Trustees.
- Evaluate how funds have been used against the established criteria and desired outcomes.
- Solicit external reporting (working with colleagues) to ensure the annual report and impact report demonstrate the full breadth and impact of our work.
- Review and critically analyse how and where our current voluntary funds are used and assess the true impact on our community (evaluating and measuring the impact of our work).

External Engagement

- Establish strong and effective relationships with key partners by representing the Community Trust with external partners and stakeholders, including but not exclusive to: The Premier League Foundation, English Football League in the Community, Blackpool Council and existing and potential funders.
- Develop and maintain strong networks in the football club charity network and understand best practice in the sector.
- Liaise, collaborate and negotiate with stakeholders, including commissioners and funders to build and sustain networks and relationships to advance the Community Trust's strategic priorities.
- Raise the profile and active involvement of the Community Trust in both traditional and non-traditional sport and community provision throughout Blackpool and the local area.
- Promote the development of specific programmes and activities for those most in need in Blackpool and the Fylde Coast e.g. vulnerable groups and those suffering hardships. Communicate the work of the Community Trust outside of the charity to attract partners, donors and other third parties to work towards our common goals.

Person Specification

Knowledge
Essential
The political, economic, social, technological, legal and environmental (PESTLE) factors influencing the education and sport for development sectors
The PESTLE factors affecting communities in Blackpool and on the Fylde Coast
Governance structures within high performing charities
How football club charities operate and how they interact positively with their football clubs

Qualifications
Essential
Educated to Degree Level or above in a discipline relevant to the role

Skills & Experience
Essential
The ability to take a 'helicopter view' of the organisation and its challenges to make positive strategic decisions
Excellent communication skills – verbal, written, presentation and non-verbal
The ability to inspire, coach, mentor and manage staff to achieve a high performing team
The ability to network, influence and lead beyond authority
Leadership of a successful organisation in this sector
Leading and developing a successful strategy in this sector or a comparable sector
Negotiating successful outcomes with partners from different sectors
Diversifying income streams
Leading and managing high performing teams
Effectively setting and managing budgets
Strong and effective decision making in challenging environments
Working with boards to provide strong governance and oversight of an organisation

Behaviours
Essential
Can evidence the Blackpool FC Community Trust values in their behaviours – Bold and Innovative, Focused on our Community, Creative and Forward Thinking
Leads by example at all times
Commitment to equity, diversity and inclusion principles
Challenge behaviours and processes which do not positively advance the diversity agenda whilst being prepared to accept feedback about own behaviour
Understand how valuing diversity can improve our ability to deliver better services and reduce disadvantage

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 staff discount
- Corner Flag Restaurant staff discount
- 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.

How to Apply

To apply for this role please complete the CEO Application Form and return to Jack Shields, Head of Operations, at jack.shields@bfcct.co.uk by the deadline of 5pm on Thursday, 20th August 2026. Other documents/CVs should not be included and will not be assessed as part of the process.

Should you wish to speak with our Chair of Trustees about the role prior to starting your application, please email jack.shields@bfcct.co.uk with your request.

All interviews will be held at Bloomfield Road Stadium, Blackpool on August 26th.

