



**FBB**  
FOOTBALL BEYOND BORDERS

# HEAD OF PEOPLE



## WELCOME

Thank you for your interest in joining the FBB Fam as our new Head of People! Football Beyond Borders is a youth education charity who are on a mission to change the lives of young people. There are thousands of young people who are passionate about football but are not fulfilling their potential and are held back by barriers in society. We support young people from disadvantaged backgrounds who are passionate about football but disengaged at school to help them finish school with the skills and grades to make a successful transition into adulthood. In doing so, we hope to be part of a movement that changes the face of modern British society.

We are a young, dynamic and ambitious organisation who are looking for someone to join us who is as passionate as we are about ensuring that FBB is a truly special space to work and reflects the world we want to live in. This is a rare opportunity to take a leading role in playing a pivotal role in shaping one of the most exciting charities in Britain.



**JASPER KAIN**



**JACK REYNOLDS**

## **HEAD OF PEOPLE ROLE DESCRIPTION**

**Reports to: Co-Director**

**Start date: September 2020**

**Location: London**  
**(but travel to North West England required each month)**

**Hours: Full time**

**Deadline: Friday 3rd July**

### **ABOUT THE ROLE**

Football Beyond Borders is looking for our first ever Head of People to support our dynamic and growing organisation. We have put the development of our people and our working culture at the heart of our vision for the organisation, and the sector as a whole. This is an opportunity to build a sector-leading developmental culture focused on creating a team who combine relatable lived experience with professional qualifications and expertise.

You will provide leadership on HR, people related issues and policies; and work strategically to embed great people practices that are aligned with, and enhance, our core values. Our people are central to our success and as our first ever people person - you'll be critical to our development and for ensuring our staff are able to thrive. We are a rapidly expanding organisation, having doubled in size in the past year and a key part of the role is to retain and develop our creative, caring and ambitious working culture.

This individual will be part of the Senior Leadership team and will be responsible for leading on the strategy that shapes the entire employee experience to ensure that we recruit, retain and develop an exceptional work force with a diverse range of lived experiences. In addition to this they will be expected to devise and implement a developmental culture in the digital age.

Our organisation feels as much like a creative agency as a charity, the energy is high and the atmosphere is fun, accountable and stimulating. However, Football Beyond Borders is leading a movement against social exclusion for young people and as such the work is demanding. As a result this individual needs to ensure that our young and dynamic team are supported and able to maintain their own mental health and passion in this challenging societal context.



**Your performance will be measured and driven by a mindset built on the following:**

- You care deeply about people and their development
- You can lead and influence people whether direct reports or part of the wider team
- You are trustworthy
- You can think and act creatively on a strategic level
- You are passionate about diversity, representation and social justice
- You can have difficult conversations when needed
- You are able to build brilliant, collaborative and productive relationships with colleagues, clients and partners alike
- You are adept at working at speed to implement scalable solutions
- You are an astute decision maker and can prioritise effectively - with the ability to weigh up options and priorities and provide clear, informed and knowledgeable advice
- You strive for excellence in everything you do.
- You are able to solve problems and are not afraid to challenge the status quo
- You have the confidence and gravitas to act as a trusted advisor, and the ability to coach and counsel at all levels
- You have good attention to detail and are organised

**KEY RESPONSIBILITIES**

As Head of People at FBB, you're ultimately accountable for driving the successful growth of FBB through its People & Culture practices

- Owning the FBB People Strategy and be responsible for its delivery
- Talent Attraction & Recruitment
- Developing a development culture which creates a talent pipeline from participant to CEO
- Overseeing an excellent talent acquisition process so that all candidates have an exceptional experience
- Championing a high performance and sustainable working culture which prioritises learning
- Building on our internal HR processes around onboarding, pay & benefits, performance, talent & succession planning so that every interaction is of the highest quality
- Leading on all HR matters and reporting in to the Co-Directors where necessary
- Coaching people at all levels within the organisation
- Ensuring our processes keep pace with our growth
- Overseeing the appraisal process, ensure that it is fair and developmental in nature, setting the parameters for great feedback and performance
- Identifying training and development needs within the organisation through analysis of performance management, appraisal schemes and regular consultation with staff

## WHO ARE WE?

Football Beyond Borders is an education charity which uses the power of football to educate and inspire young people to achieve their goals and make their voices heard. We work with over 1,000 young people each week to give them the best possible chance in life to succeed. We work with a range of partners across football, education, youth culture and policy.



### TO APPLY FOR THIS POSITION:

Please send your CV and cover letter to  
[RECRUITMENT@FOOTBALLBEYONDBORDERS.ORG](mailto:RECRUITMENT@FOOTBALLBEYONDBORDERS.ORG)

Deadline for the receipt of written applications is midday on  
Wednesday 8<sup>th</sup> July 2020



[footballbeyondborders.org](https://footballbeyondborders.org)

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