

FA UNIVERSITY WOMEN'S LEADERSHIP PROGRAMME

Accelerator Recruitment Pack

Please read the Programme Overview and Criteria below before completing the application form.

Programme Overview

British Universities and Colleges Sport (BUCS), in partnership with the Football Association (FA) are delighted to deliver the FA University Women's Leadership Programme.

Based on FA commissioned research into the key behaviours that align to high performance in roles and/or increased chances of employability; the programme aims to support those with aspirations to work within the game, to be competitive when they enter the job market. Seeking to bridge the gap between who the students are, and what they are capable of, through experiential and applied learning experiences. Students will have the opportunity to develop their skills, behaviours, confidence and professional network, as well as be supported in defining their career goals & ambitions by exploring and understanding the diverse opportunities that exist in football.

Students will have three multi-day and a single day touch points across a twelve-month period, including a minimum of two residential stays. The programme will feature both theoretical and applied learning experiences, with students being placed in 'real life' simulated tasks.

As part of this delivery we require staff to undertake the role of Learning and Development Accelerators. This is a voluntary position - a role profile can be found [here](#).

This pack aims guide you through the application requirements and provide you with the information that you require ahead of submitting an application for a role on the 2024-25 programme.

Key Dates:

- 13 May 2024 – Applications Open
- 28 May 2024 – Closing Date for Applications
- June 2024 – Successful Applicants Notified
- 10 October 2024 – Staff Training Day 1
- 11 – 13 October 2024 - Residential 1
- 20 February 2025 – Staff Training Day 2
- 21 - 22 February 2025 - Residential 2
- 12 June 2025 – Staff Training Day 3
- 13 – 14 June 2025 – Residential 3

As an a member of staff on the programme reasonable travel expenses will be covered and you will be provided with programme kit to wear at the residential.

Application Process:

As there are a limited number of places available and the fact that the programme will require commitment, it is crucial that applicants complete the full application and can commit to all programme dates.

In order to apply, all applicants will need to:

- Submit a written supporting statement and recommendation from their line manager
- Submit a 3 minute application video (see questions and format below)
- Submit a short candidate application form via the BUCS website

BUCS and the FA are committed to diversity and inclusion and encourage applications from all ethnic communities as well as, or including, people from historically underrepresented groups who face barriers to participation and engagement.

You can find the link to all required supporting documents and the submission link [here](#).

Supporting video links can be added to your online form using WeTransfer, or other large file sharing application to allow us to download your supporting video. Please label your video and email clearly so that we can identify what application it is linked to. If you have any difficulties with this you can send it separately via email to fawlp@bucs.org.uk.

Supporting Video (Bringing your application to life)

Please create a three-minute video to support your application to be an Accelerator for FA University Women's Leadership Programme. This can be done on any hand-held device or free-standing camera.

Areas to consider:

- What is your approach to personal and professional development?
- Tell us about a time you stepped outside your comfort zone and the biggest reflection/learning that came from that experience.
- How do you show the people that matter to you that they do? Why do you do this?
- What is your proudest moment/achievement in relation to supporting someone else?

Please ensure videos are in a format that can be viewed on a laptop or computer.

There are a limited number of places available so consider how you can make yourself stand out when completing both your application and video.

Application Forms to be included in submission ([forms can be found here](#))

- Line Manager Supporting Statement form

Please submit all forms via the website application found [here](#). Please submit your supporting video via the application form using a WeTransfer link. Or you can submit the link via email to fawlp@bucs.org.uk to ensure that we can download it. Please use your name in the video description and email title.

Deadline for Submission: Tuesday 10am 28 May 2024 If you have any questions, please contact FA WLP staff (fawlp@bucs.org.uk). Late applications will not be considered.

Line Manager Information

What will my employee develop whilst supporting the programme?

Over the course of the programme, the L & D Accelerators will have the chance to practice and hone key skills in line with our programme ethos. They will be supported by two bespoke day-long training sessions, expertise from the rest of the team and exposed to many opportunities to apply learnings.

As with any L & D opportunity we would strongly recommend to ensure that maximum value is achieved that clear goal(s) are agreed between yourself and your member of staff. The clearer you are both in terms of this and can share this with us, the more able we are to look for opportunities within different aspects of residential to support achievement against these goals. Equally if we can't identify a clear link between the stated goal(s) and our programme we can be open about this at an early opportunity. One of our team

is a L & D specialist and has made us aware that many people participate in the wrong L & D interventions as their L & D need/goals are not clearly enough defined/understood.

In broad terms what we can say is that our programmes will offer opportunities to develop in areas/skills such as:

- **Performance coaching** – a key part of the methodology which is helpful to develop/practice for those who are looking to help others in their workplace to improve their performance or perhaps those looking for a Line Manager role in the near future.
- **Communication** – a skill that you could argue we need to continually seek to improve and in this programme there is much emphasis placed in particular on listening, observing (including body language), asking insightful questions, reflection and providing behavioural feedback. In addition, there is a focus on creating dialogue rather than simply debate when sharing feedback and helping participants to understand their behaviour and its impact.
- **Building relationships** – at a time when the word 'connect' means different things to different people/generations the ability to build successful and enduring relationships is becoming increasingly important. To have the greatest impact building relationships with those on the programme and other staff is key. Of course, there are many components to this, but from our experience – trust, embracing vulnerability, radical candor and a genuine willingness to understand others have been critical.
- **Confidence** – as a result of the environment of support we have seen staff as well as participants feel able to stretch outside their comfort zone more freely and succeed in things which they had not previously had the confidence to attempt.
- **Collaboration** – As well as a diverse participant group, there are staff, guests, stakeholders and venue staff who are all key to the success of the programme. There are many opportunities to be able to work flexibly & responsively with this wide variety of people, adapt quickly to changing needs, circumstances and energy levels..

How many days will my employee need to commit for?

All programme dates are on the Role Profile for reference. In total L&D Accelerators will be involved for 10 days (including their 3 training days). They will also receive an invite to the cohort graduation, but this will be an evening event. Please note that event days may (and often will) be longer than a standard 9-5 working day and some dates fall on the weekend. Residentials are a combination of weekends and Thursdays/Fridays.

FURTHER INFO:

If you are a prospective applicant or a line manager of an applicant who would like further information on the programme, please contact the FA WLP – fawlp@bucs.org.uk. If you would like an insight from someone who has undertaken the role during the 2024-25 season please contact the team so they can make an introduction.