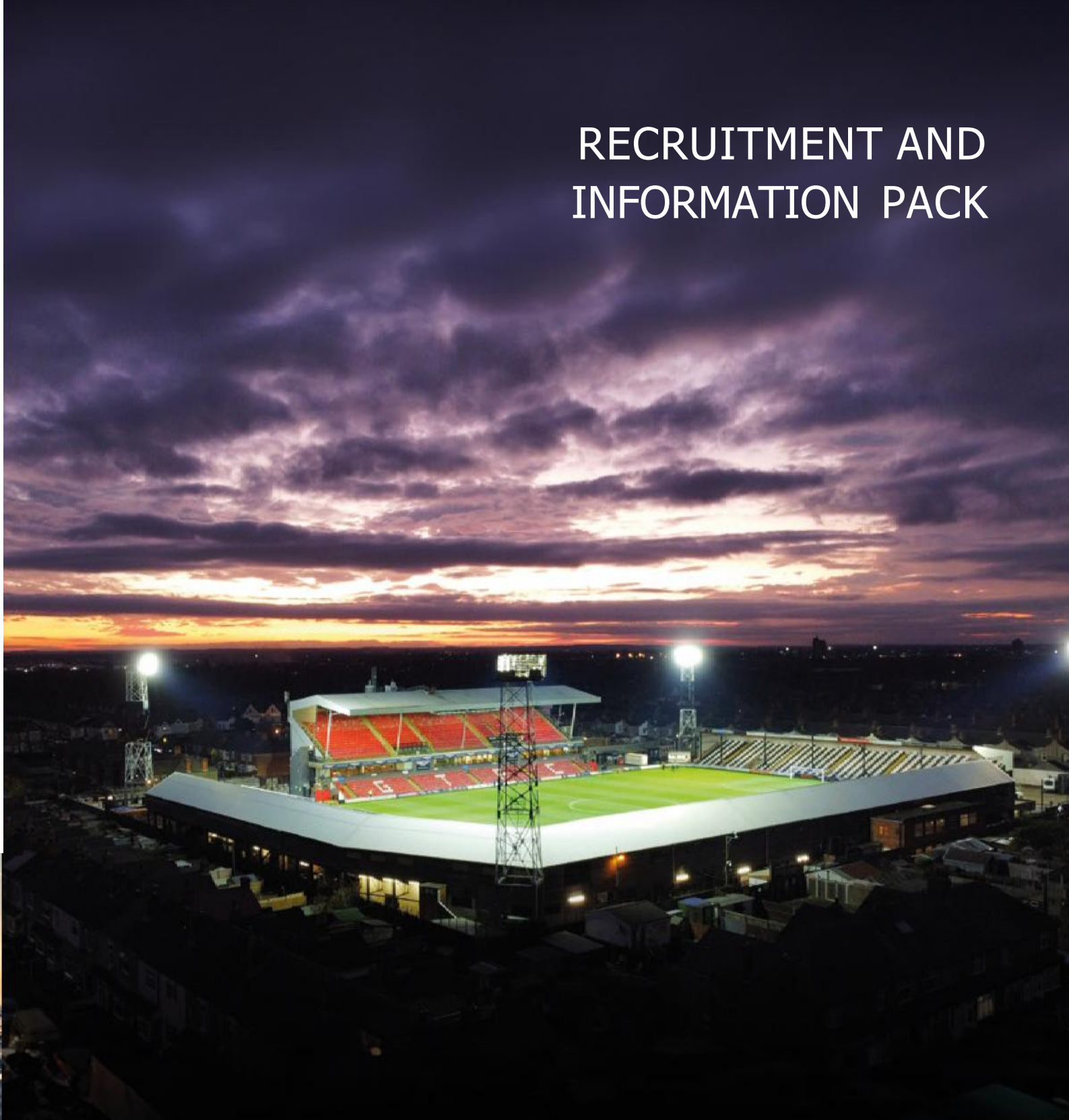


# RECRUITMENT AND INFORMATION PACK



**GRIMSBY TOWN  
FOUNDATION**

**Foundation Director**

**April 2026**



# MESSAGE FROM OUR BOARD

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## **Thank you for your interest in Grimsby Town Foundation, the charitable arm of Grimsby Town Football Club.**

This is a pivotal and genuinely exciting moment to join the Foundation. Not only are we responding to the significant challenges facing our communities across North East Lincolnshire and surrounding areas, but we are doing so with something that is far from guaranteed in our sector - the unwavering, active support of the Football Club and its owners.

The Foundation benefits from a deeply committed Club and owners who believe in the power of community impact and are fully invested in helping us succeed. This level of alignment, backing and ambition creates a unique platform for the right leader - one where ideas can be realised, partnerships can flourish, and meaningful, lasting change can be delivered at scale.

We recognise that many candidates will be looking for a role where they can truly make their mark. This is that opportunity. With strong foundations already in place, and with the full support of the Club behind us, the next Director will have the space, backing and belief needed to shape the future of the Foundation and significantly grow its reach and impact.

Our work is rooted in a deep understanding of local need and guided by a clear vision, mission and set of values. While the challenges we face are complex, we are confident that together with our partners and through the strength of the Grimsby Town badge we can deliver transformational change.

We are now seeking an experienced and inspiring leader to take us into this next phase, building on this support and momentum to achieve even greater impact.

We look forward to receiving your application.

**Chris Grocock**

Chair of the Foundation Board





# ABOUT US

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**Grimsby Town Foundation is the charitable arm of Grimsby Town Football Club, using the power of the badge to inspire, engage and support communities across North East Lincolnshire and beyond.**

Established in 1986 and a registered charity since 2008, the Foundation has evolved into a modern, impact-driven organisation delivering across four core themes:

- Community Engagement
- Inclusion
- Education & Employability
- Health and Wellbeing

Our work reaches thousands of people each year - from primary school provision and youth engagement programmes such as Premier League Kicks, to wider community initiatives including Holiday Activity and Food (HAF), Warm Spaces and targeted support programmes.

At our core is a simple ambition:

**to create positive, lasting change in our communities.**

Through strong partnerships, innovation and the unique reach of Grimsby Town Football Club, we are continuing to grow our impact and strengthen our role at the heart of the community.



# 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	Community Engagement	Inclusion	Education & Employability	Health and Wellbeing
Our values	Pride	Integrity	Collaboration	Growth mindset



# OUR WORK

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

## Premier League Primary Stars

Supported by the Premier League we deliver coaching, PSHE and sessions in support of PL campaigns and the school curriculum. We target our efforts towards primary schools with pupils in most need.



## Football Scholarships

Our football BTEC scholarship is a unique opportunity, delivered in partnership with Franklin College for Year 12 and 13 male and female students.

These opportunities are a gateway into football and sports coaching in several areas including potential professional game opportunities.



## Fair Play and PL Kicks

We work in partnership with the local council and the Premier League to deliver evening sessions across the borough. These are aimed at tackling anti-social behaviour and providing an outlet for children in areas of deprivation.

### Holiday and Saturday courses

We deliver a wide range of courses throughout the local area, including specialist goalkeeping courses, SEND courses and Holiday Activity and Food (HAF) courses. The HAF courses are funded through NE Lincs council and provides support for children through delivering football courses, matchday experiences and additional PHSE support such as nutritional guidance, healthy relationships and keeping safe online.



### Disability and inclusion

We provide award winning disability coaching for both children and adults. As well as regular weekend sessions and holiday courses, our teams compete in leagues and tournaments. We also provide activity at three SEND schools



### 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 HAF delivery, a regular drop in for ex-service people and a memories group that helps fight social isolation..

### 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.





# JOB PURPOSE

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To provide strategic, values-led leadership to Grimsby Town Foundation - driving sustainable growth, deepening community impact and positioning the Foundation as a leading, trusted organisation within the sport-for-development sector.

The Director will:

- Lead the Foundation's strategic direction and long-term growth
- Secure and diversify income to ensure sustainability and scale
- Maintain strong integration between the Foundation and the Football Club
- Build high-impact programmes rooted in community need
- Act as a visible ambassador, elevating the Foundation's profile and partnerships

This is a role for a leader who can combine purpose with performance - translating ambition into measurable impact.

# MAIN ROLES & RESPONSIBILITIES

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- Develop and deliver a clear, ambitious strategic plan aligned to community need and organisational growth
- Secure and grow sustainable income streams, including grants, partnerships and commissioned services
- Oversee the successful delivery of all programmes, ensuring quality, impact and compliance
- Build and maintain strong relationships with funders, partners and stakeholders
- Lead and develop a high-performing, values-driven team and culture
- Ensure robust governance, financial management and performance reporting
- Use data, insight and evaluation to drive decision-making and continuous improvement
- Identify opportunities, risks and trends to inform future strategy and growth
- Act as a senior ambassador for the Foundation, enhancing its reputation and reach



# PERSON SPECIFICATION

## EXPERIENCE

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- Senior leadership experience within charity, public or related sectors
- Proven track record of securing funding and driving organisational growth
- Experience delivering funded programmes with measurable outcomes
- Strong partnership development across funders, stakeholders and communities
- Experience leading and developing high-performing teams
- Financial leadership, including budget management and sustainability planning
- Experience working with Boards and governance structures

## KNOWLEDGE & SKILLS

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- Strong understanding of funding landscapes and income diversification
- Strategic thinking with the ability to translate vision into delivery
- Excellent communication, influencing and ambassadorial skills
- Ability to use data and insight to demonstrate impact and inform decisions
- Strong understanding of governance, compliance and regulation
- Commercial awareness with an entrepreneurial mindset

## PERSONAL ATTRIBUTES

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- Values-led, credibility and purpose-driven leader
- Passionate about community impact and the role of sport
- Collaborative and able to build trust across diverse stakeholders
- Resilient, adaptable and comfortable operating in a dynamic environment
- Outcome-focused, with a drive for continuous improvement



# PERSON SPECIFICATION

## DESIRABLE

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- Knowledge of the football, sport for development or community trust sector
- Experience of working within or alongside a professional football club or similar environment
- Understanding of the local context within North East Lincolnshire and surrounding areas.

## ACCOUNTABLE TO THE FOUNDATION BOARD FOR

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- Leading the annual planning cycle, including strategy review, business planning and policy development, and working with the Chair to support effective Board development
- The performance and leadership of the Senior Leadership Team
- Financial stewardship of the Foundation, including budget setting, monitoring and reporting, and the achievement of agreed annual income and funding targets
- Securing and maintaining sustainable income streams, including grant funding and external investment aligned to strategic priorities
- Delivery against key engagement priorities, including building and maintaining relationships with strategic stakeholders at local and national level, and overseeing the Foundation's external profile, including media.

## WHY JOIN GRIMSBY TOWN FOUNDATION?

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- Genuine backing from the Football Club and ownership, enabling ambition, not limiting it
- A clear opportunity to shape and grow an organisation at a pivotal stage
- Strong community presence with trusted relationships already in place
- The chance to deliver meaningful, visible impact in an area of real need
- A platform to build something lasting, with both local and national relevance





# SAFEGUARDING STATEMENT

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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

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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

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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 £55,000 per annum dependant on experience**

**33 days annual leave inclusive of bank/public holidays**

**Company pension scheme**

**Flexible working**

**Discounted Grimsby Town Football League fixture tickets**

**Staff social activities**

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

**Discount in the Grimsby Town Football Club shop**

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

**Interested? For further information and to request an application form**

Follow this link..

**[Foundation Director in Cleethorpes - EFL \(English Football League\)](#)**

For your application to be considered you must complete the online 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 **13<sup>th</sup> May**
2. Initial interviews to be held week commencing **25<sup>th</sup> May**
3. Final interviews to be held week commencing **1<sup>st</sup> 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.



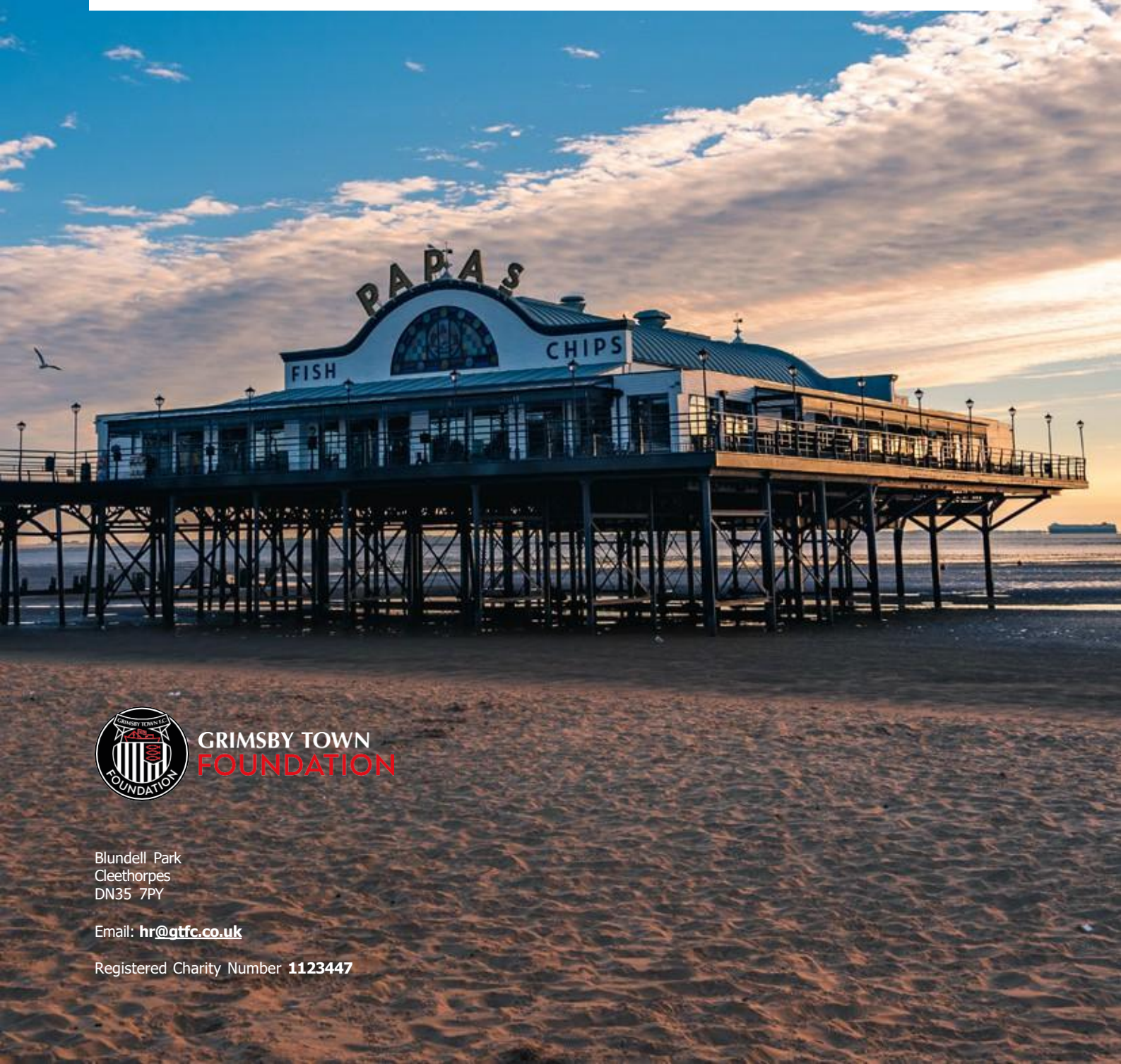
North East Lincolnshire is a great place to live and bring up a family. There are a number of beautiful locations in and around the area of Grimsby and Cleethorpes which are ideal places to live, and our house prices are among some of the most affordable in the country. We are also on the doorstep of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

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Cleethorpes  
DN35 7PY

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Registered Charity Number **1123447**