

Aberdeen FC Community Trust Job Description

Name:	
Job Title:	Health & Wellbeing Team Lead
Line Manager:	Operations Manager
Line Manager for:	Health & Wellbeing Officers, Volunteers & Sessional Staff
Date Started:	
Overall Purpose of Job:	
The Health & Wellbeing Team Lead will have overall responsibility for Aberdeen Football Club Community Trust's (AFCCT) growing health and wellbeing portfolio, managing staff and volunteers and ensuring programmes are safe, high quality, needs led and able to demonstrate meaningful reach and impact. Reporting to the Operations Manager, the postholder will lead the planning, development, delivery and evaluation of work designed to improve population health and reduce health inequalities. This includes upstream and preventative activity supporting physical, social and emotional wellbeing, with responsibility for family support, dementia support and the continued development of AFCCT's wider community wellbeing offer. A key part of the role is to make good use of the reach, power and appeal of Aberdeen FC. AFCCT can engage people who may be less likely to walk through the doors of a traditional health or support service. The Team Lead will ensure that connection is used responsibly: identifying need, building trust, creating appropriate activity and connecting people with specialist services rather than duplicating them. The role will work closely with Community Planning Aberdeen, Aberdeen City Health and Social Care Partnership, local authorities, NHS and public health colleagues, charities, the SPFL Trust and other partners. Delivery should respond to local health profiles, Community and Locality Action Plans, lived experience and what AFCCT staff and volunteers hear directly from participants	
Main Responsibilities/Description of Duties:	
• Provide day-to-day leadership and line management for Health & Wellbeing staff, sessional workers and volunteers, setting clear priorities, supporting development and maintaining high standards of delivery. • Hold overall operational responsibility for AFCCT's health and wellbeing programmes, including planning, resourcing, quality assurance, risk management, budgets, monitoring and evaluation. • Lead the development of a clear health and wellbeing delivery plan which contributes to AFCCT's ambition to improve population health and reduce inequalities. • Use local health profiles, community insight, participant feedback and relevant Community, Locality and Health & Social Care plans to identify unmet need and shape future programmes. • Develop and oversee upstream, preventative programmes that improve physical, social and emotional wellbeing and help people access support before needs escalate. • Take responsibility for the development and quality of AFCCT's family support and dementia support programmes, alongside other existing and emerging health and wellbeing activity.	

- Ensure AFCCT complements rather than duplicates existing provision, building effective referral and warm-introduction pathways into health, social care, welfare, mental health, community safety and other specialist services.
- Build and maintain strong working relationships with Aberdeen City Council, Aberdeen City Health and Social Care Partnership, NHS/public health partners, third sector organisations, the SPFL Trust, funders and other relevant stakeholders.
- Represent AFCCT confidently at relevant strategic and operational partnership meetings and contribute to shared plans and improvement activity where appropriate.
- Work with the Operations Manager and wider leadership team to translate strategic priorities and funded commitments into practical delivery plans.
- Set meaningful outcomes and Key Performance Indicators and ensure accurate collection and analysis of participation, reach, demographic and outcome data.
- Track and report the reach and impact of programmes, combining quantitative evidence with participant feedback, case studies and learning to show what is changing and where improvement is needed.
- Create a strong culture of listening and learning, ensuring staff and volunteers routinely capture what participants are telling us and use that insight to adapt delivery.
- Support funding applications, reports and funder relationships by providing credible programme plans, evidence of need, budgets, outcomes and impact information.
- Manage programme budgets responsibly and work with colleagues to identify opportunities for sustainable funding and partnership investment.
- Ensure safeguarding, health and safety, equality, data protection and relevant AFCCT policies are embedded across all activity.
- Develop staff and volunteers through supervision, coaching, training and clear performance expectations.
- Maintain a visible presence in delivery, understanding programmes and participants first hand while retaining the management focus required of the role.
- Promote collaboration across AFCCT so that health and wellbeing opportunities connect appropriately with education, employability, football and wider community work.
- Act as an ambassador for AFCCT and Aberdeen FC's community impact, using the context of football appropriately to engage people and reduce barriers to support.

Please note that this job description is not designed to cover a comprehensive list of activities, duties or responsibilities that are required of the employee for this role. The duties and responsibilities may change within reason at any time with or without notice to suit the needs of the Trust.

Person Specification:

Essential:

- A degree or equivalent professional qualification in public health, health promotion, community health, health and social care, social sciences, community development or another directly relevant discipline.
- Significant professional experience in health improvement, public health, community health and wellbeing, social care or a closely related field, including

Desirable:

- Experience of dementia, family support, mental health, men's health, long-term conditions or community-based preventative health programmes.
- Experience of working within or alongside a Health and Social Care Partnership, NHS, local authority or Community Planning Partnership.
- Knowledge of Aberdeen's health inequalities, priority neighbourhoods and local planning structures.

substantial responsibility for developing and managing programmes. • Proven experience of managing and developing staff and/or multidisciplinary delivery teams. • Strong understanding of health inequalities, the wider determinants of health and upstream/preventative approaches to improving population health. • Demonstrable experience of using health data, needs assessments, local profiles, community insight or evidence to shape services or programmes. • Strong track record of partnership and multi-agency working with statutory, health, social care and/or third sector organisations. • Experience of designing, implementing and evaluating programmes with clear outcomes and measures of impact. • Experience of managing budgets, resources, risk and competing delivery priorities. • Ability to build credible relationships with senior external stakeholders while remaining connected to frontline delivery and community voice. • Excellent written and verbal communication, including report writing, presenting and influencing. • Sound knowledge of safeguarding, equality, health and safety and good practice when working with adults who may be vulnerable. • Ability to work flexibly, including occasional evenings and weekends, and to travel across Aberdeen and the wider region.	• Experience of sport, football or another trusted community setting being used as a route into health improvement and support. • Experience of securing external funding and reporting to public or charitable funders. • Full driving licence and access to transport.
Personal Attributes:	
• Credible, thoughtful and confident leader who can set standards without losing the human side of work. • Curious about what the data says and equally interested in what participants, staff and volunteers are telling us. • Comfortable challenging duplication, weak practice or activity that is not meeting an identified need. • Collaborative by instinct and willing to share ownership with communities and partners.	

- Calm, organised, and accountable, with sound judgement in sensitive situations.
- Strong commitment to fairness, inclusion and reducing health inequalities.
- Able to represent AFCCT professionally while understanding why the Aberdeen FC badge matters to the people we support.

Signed by Employee:

Signed by Line Manager:

Date:

Date: