



Western Zone A

DEVELOPMENT MANAGER

The Western Zone A is recruiting a Development Manager

A) Key Responsibilities:

- Ensure the elaboration, implementation and supervision of development programs;
- Develop an annual technical development plan focused on the strategic plan and values of the Zonal Union;
- Submit progress reports on development programs, resources and key measures
- Act as a contact person for development and technical directors of other football bodies;
- Produce detailed reports on technical activities;
- Organize, prepare and deliver training sessions to Member Associations on development;
- Define a long-term strategic plan;
- Implement and pilot the development plan(s);
- Encourage the development and promote the practice of football for all (boys and girls);
- Support the planning process with specialized skills (statutes, finance, marketing, communication, legal);
- Perform any other task necessary to achieve the strategic and administrative objectives of the Zonal Union;
- To protect the property and assets of the Zonal Union at all times.

B) Profile:

Education:

- CAF/UEFA coaching licence diploma;
- FIFA/CAF/EUFA certificate for TDs;
- Additional studies/qualifications in the field of sport/and football;
- A university degree will be an added advantage;
- Complementary studies in the field of sport and/or football;

Professional experience:

- At least 10 years of experience in a similar field;
- At least 05 years' experience as a coach/director of the national "A" team or Technical Director;

Email : mapathe.gaye@cafonline.com

Business know-how and IT skills:

- Football expert;
- Proper use of MS products (Word, Excel, PPT, Visio).

Core competencies:

- **Teamwork:** Cooperates well with colleagues; offers assistance and support to others to achieve common goals; takes initiative to develop team spirit; remains available and helpful even in times of tension and stress.
- **Client Orientation:** Always shows respect for clients (colleagues, superiors, national associations, clubs, etc.); agrees with clients on their expectations and deliverables; meets client expectations; obtains positive feedback from clients; enjoys full trust from clients; anticipates their desires.
- **Professionalism:** Trustworthy and committed to quality standards and timelines; adheres to established budget framework; demonstrates good planning and anticipation; focuses on effective implementation; follows up after completion of activities; takes responsibility for own actions; sets an example for others.
- **Leadership:** Respected by staff; undisputed leader of the unit; sets ambitious goals and guides staff towards them; motivator; well accepted by peers and management; tailors goals to client needs; challenges himself and the unit; personal skills to manage difficulties.

Competencies and Characteristics:

- Team leader and builder
- Able to think strategically and conceptually;
- Service-oriented and able to understand the needs of the organization
- Committed to quality and results
- Good communicator and able to explain the point of view of the department;
- Resistant to stress; Competent in networking and relational matters, allowing regular contact with CAF management and staff

Language skills: English, French, others.

Other requirements: Experience in football is an asset

(c) Advantages:

- An interesting and varied job in an exciting and innovative international organization;
- Attractive employment conditions;
- The opportunity to be part of a highly committed international team;

Place of service: Banjul, The Gambia

Email : mapathe.gaye@cafonline.com

Contract duration: Unlimited

If you have the necessary qualifications and wish to work for an international sports organization, submit your application in French and/or English (cover letter, CV and diplomas). Only direct applications that meet all the required criteria will be considered. Please send your application to the following address mapathe.gaye@cafonline.com

Deadline for applications: **10 December 2024**

Email : mapathe.gaye@cafonline.com