

GRASSROOTS PROGRAMME

CAREER PATHWAYS

Find out how various people
grow within the sport
environment as inspiration for
youth leaders.



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INSIGHT AND RESEARCH

The most common path

IMAGINATION

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THE MOUNTAIN CLIMBER

Tom Pedersen-Smith

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**“Oh you work in sport,
that’s cool!”**



**What is the most
common pathway to a
job in sport...**



The most common pathway

EDUCATION

School
through to
university.

Bachelor
Degree
through to
Masters

Step 1 to 4

Generally, all
voluntary
roles.

Step 5 to +

Generally, all
paid roles.

ROLES

Step 1: Player

Step 2: Volunteer

Step 3: Coach / Official

Step 4: Club Board Member

Step 5: Development Officer

Step 6: Different Sports Role

Step +: Senior Sports Administration Role



The most common pathway

Remember this not a linear pathway

At each step many of the most successful people continue to volunteer their time from grassroots clubs to global bodies to keep adding to their experience, education, learning and knowledge.

Working in 'your' sport is not the only way, or the right way

Broadening horizons is the best step to a brighter future across sport.

EDUCATION

School through to university.

Bachelor Degree through to Masters

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**

Formal education is not a guarantee of a role in sport, you need to also follow steps 1 to 5 alongside any formal education to better your chances of employment as you will be able to provide real life experience alongside academia.

Do though look to access certain learning and development opportunities, such as accredited programmes like leadership and management, outside of formal degrees and masters.

**Q: “You work in sport,
so you coach?”**

A: “Well.....!”



Sport sector roles



**“It took me 17 years
and 114 days to be an
overnight success”**

Lionel Messi



Case study

The entrepreneur



Cedric D'Souza

Austria Hockey
Head Coach of Hockey'5s and
development programmes

"Due to my 40 years of experience as a coach, my overall takes are fallows. Work, network, ask if you don't know, accept the benefits of defeat, soul search and look within, don't make excuses find solutions, be open & honest, be friendly and approachable, be ready to help and go that extra yard to help one in need, communicative, give a listening ear and seek feedback, manage time prudently, have discipline, be forthright but also agree to disagree, the manner in how you say things is critical .. "I don't agree" could be I have another point of view, but never compromise your values, be a team player, exude confidence rather than being arrogant and be humble and magnanimous in the manner you approach victory and defeat."



Cedric, did you ever hear negative feedback that knocked you during your career or was it a smooth ride.....

Non communicative

Partisan to a certain community at player selection

Officious

Forget tactics & strategy just play with your heart

Does not respect officials & senior players

Asked to accept players who were not up to the mark





EuroHockey

What do you remember from the failures...

"quite a lot, trust broken, negative press reports, team blame game: I would take full responsibility whenever we did not function, and to please not blame one another, yes my ego was crushed, but this drove me to work harder and smarter."

Were you just lucky, are you just lucky...

"although luck does often play a part, it is best to work yourself to a grinding halt and lead by example leaving no stone unturned. Methodical Planning and trying to get the organisation to render all the support necessary."

Expand, what went wrong...

"pressure, the tag of a top team to win a medal, missed opportunities, cardinal mistakes, and trying to incorporate tactics into brilliant individual and instinctive players."

So how do you use that...

"We are constantly in a learning process and the more we interact the less the communication issues. So, one on one meetings, leadership groups to take responsibilities, more interaction and what their thoughts are about tasks and game plans, video analysis and team bonding."



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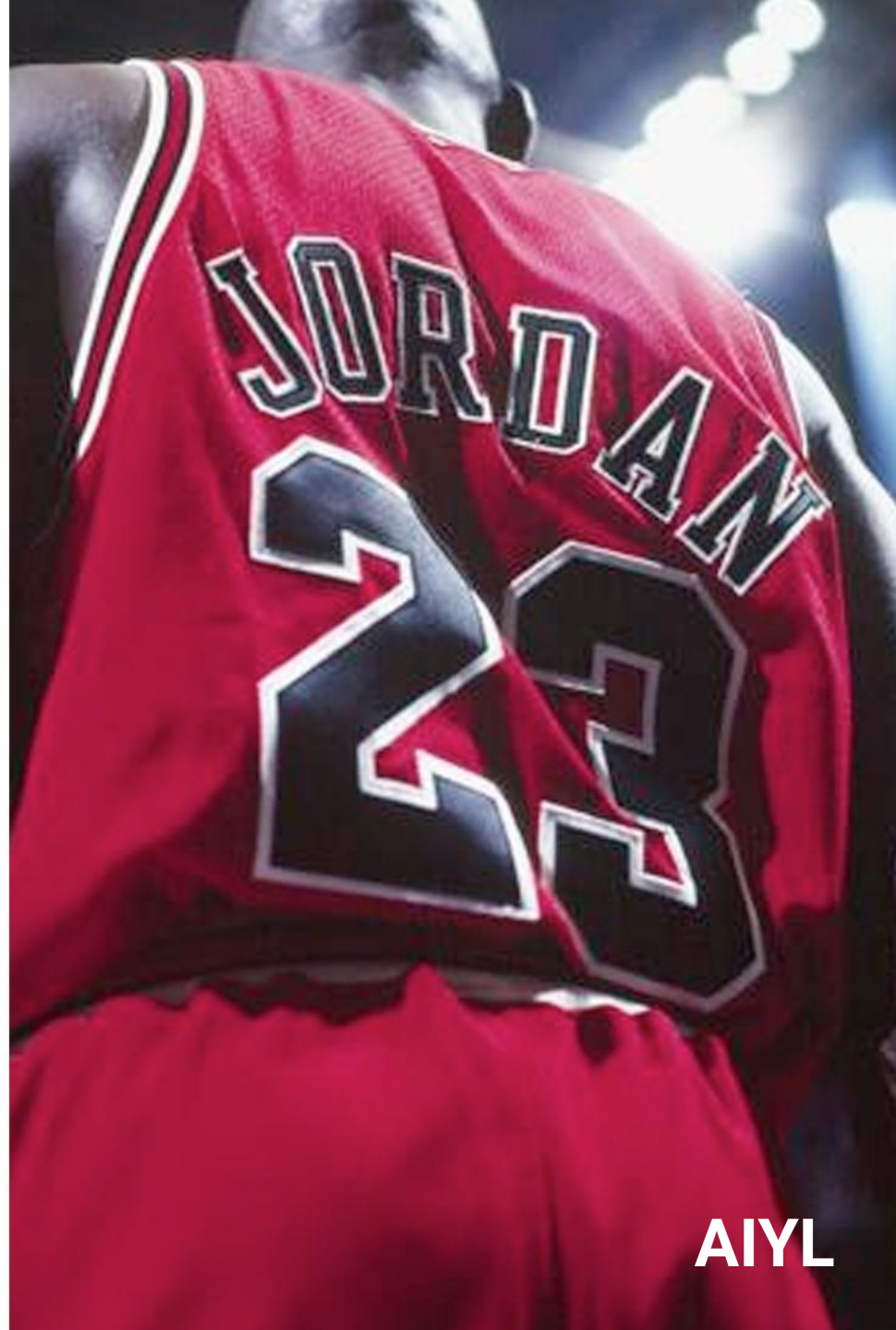
AIYL

Which path?



“I've missed more than 9,000 shots in my career. I've lost almost 300 games. Twenty-six times, I've been trusted to take the game-winning shot and missed.”

Michael Jordan





University or internship runner or entry role

If university should be a sports degree? Or just a subject like (finance, history)
If it is a sports degree, should it be sport science, development, management, teaching, coaching (ahhhhhhhh)

Do internships get paid, do runners get paid? How much do I want this, what other job could I do alongside this to finance it (as least I won't have university debt!)

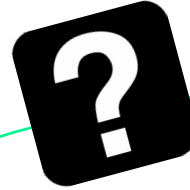
from Harvard
(f*\$%*!g) referencing /
studying for a degree

Get a paid roll in sport

Did I use this time wisely?

Did I add real life experience? Did I volunteer? Did I lead projects? Did I sit on board/committee/panel? Did I use my initiative?

What did I learn!?? Who did I listen to,. Do I know my strengths and weaknesses, can I explain this with examples.



Appraisal, can I ask for more

Always.
What is your worth? How have you judged that? What is your relationship like with line manager? Does your organisation have the means? What is important for you? The role description? Money? The job title?

Why move? Money, that is ok? Are you happy!? Do you want more of challenge? Do you feel too comfortable.



What next, should I move

Aspirations, yes! But not limitations. Look for different paths. Everyone takes a different turn.



Do I need a 5-year plan (yawn)



Recommendations for a youth leader

- **Be proactive, open minded**, while confident in your vision will help you progress
- **Pursue opportunities** that excite you but take the resulting responsibilities seriously
- **Allow outside experience** to inform decision making
- **Have clarity on why** you are doing what you're doing and why you like to grow

Case study

The change maker



Ugnė Chmeliauskaitė

Lithuanian

Deputy Head of Development
Cooperation Division at CPMA &
Chair at ENGSO Youth

There are so many choices that it becomes hard to select your work path. You are the one choosing, but keep in mind there will never be the perfect job, nevertheless it can be something you really like working on and you can keep changing it to become perfect for you.



Ugnė *did you ever hear negative feedback that knocked you during your career or was it a smooth ride.....*

it's complicated

you are too young

it's not the right time

no time for this

well, you know how it "works"

but it has been like that for many years

let's see later on

not a priority





EuroHockey

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Eye of the tiger

When applying for a job, 10s, 100s and even 1000s of people will be doing the same.

Make sure you stand out from the crowd in a positive way, as any slip-up allows a job opportunity to slip away quickly.

So, what simple things, can you do, and what can you avoid...



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Eye of the tiger

1. Do you spell things correctly?
2. Do you address the application to the right people, such as the hiring manager and the prospective line manager?
3. Do you set it out in a professional way (a letter). Do you include their address? Do you sign it off correctly?
4. Do you keep to the same font and size, or is all over the place
5. Do you write bland statements (see red one) or do you write ones that say what YOU did, and link it back to the job description (White one)?

- Apply
 - Apple
 - Apel
 - APE
 - “apply
 - app’s
- Samsung



6. Do you have active social media accounts, how do you use them, would an employer like your content?

I am a strategic person always making things happen

My personal strategic engagement with regional and local government across core cities and local authorities manages £750k of facility investment and has generated sales of over 100 frameworks.

Chef Ramsey

A menu of options

<https://www.sriexecutive.com/>
<https://jobs.prospect-us.co.uk/>
<http://www.uksport.gov.uk/jobs/>
<https://www.sportyjob.com/>
<https://www.thinksport.org/en/jobs/>
<https://www.civilservicejobs.service.gov.uk>
<https://execthread.com/>
<https://apply.workable.com/wasserman-1/>
<https://jobs.fifa.com/>
<https://candidates.perrettlaver.com/register>
<https://www.world.rugby/organisation/about-us/careers>
<https://www.csm.com/careers>
<https://www.iworkinsport.com/job-search>
<https://www.uefa.com/insideuefa/careers/>
<https://www.globalsportsjobs.com/>
<https://www.sportingjobs.co.uk/>
<https://www.f1recruitment.com/>
<https://career2.successfactors.eu/portalcareer>
<http://www.performgroup.com/careers/>
<https://www.escapethecity.org/>
<https://www.jobsinsports.com/index.cfm>
<https://www.jobsinfootball.com/jobs>

FROM UK Sport TO Global Sports Jobs TO Sports Recruitment TO CSM THROUGH
IOC AND Wasserman AND Perform THE Media Argh PLUS Leisure Opportunities
NOT FORGETTING UEFA THE LIST IS ENDLESS

<https://careers.thefa.com/jobs>
<https://portasconsulting.com/current-vacancies/>
<https://formulacareers.com/jobs-in-f1/>
<https://www.hartmannmason.com/>
<https://www.teamusa.org/Careers/Affiliated-Jobs-in-Sport>
<https://www.odgersberndtson.com/en-gb/opportunities>
<https://www.fldccareers.com/vacancies>
<https://twocircles.com/gb-en/vacancies/>
<https://premierleague.pinpointhq.com/>
<https://www.thehuracanfoundation.org/>
<https://eppglobal.com/how-we-think/>
<https://sportcareersagency.com>
<https://www.sportanddev.org/en/job>
<https://www.sportspeople.com.au/>
<https://www.psdgroup.com/candidates/>
<https://www.eisg.com/>
<https://www.sportspeoplerecruitment.com/jobs/>
https://epso.europa.eu/job-opportunities_en
<https://sportswork.co/>



Case study

The mountain climber



Tom Pedersen-Smith

EuroHockey
Head of National Associations

“All youth leaders need to take a big deep breath, as you will hear home truths, you will hear things you disagree with, on your journey to employment in the sports sector. Sometimes whilst applying for jobs or even after interviews you get no reply, no feedback, no decision. For me I have seen and heard it all over the past 20 years.



Tom, did you ever hear negative feedback that knocked you during your career or was it a smooth ride.....

Failure

Arrogant

No reply

Not good enough

No experience

Full of himself

Needs to change

Not strategic enough





EuroHockey

What do you remember from the failures...

"Where I came from, what I wanted to achieve AND most importantly listening to the feedback, even the words that hurt, in fact listening to that the most, and I used it, to climb back up the mountain on more than one occasion."

Were you just lucky, are you just lucky...

"For me to get to the senior international position in a global sport, I was in the right place at the right time, yet I asked the right questions of myself, and took the knocks when I kept failing elsewhere"

Expand, what went wrong...

"Failing college, 'F's not 'A's, not getting into the police force, losing my job, washing pots, not hearing back from 108 job applications, signing into the job center with no money, working in a call center being shouted at."

So how do you use that...

"All of these experiences can be applied within your jobs and education too, keep taking the bad days to make the good days even better."



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And finally

Mountains climbed because alongside the failures and rejection...

EDUCATION

School (pass)

College (fail)

University as a mature student (21)

Masters a very mature student (37)

Step 1 to 4

Generally, all voluntary roles.

Step 5 to +

Generally, all paid roles.

ROLES

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Step +: Senior Sports Administration

Aged 16-21 joined the hockey club board (voluntary)
 Organised International Trips to Holland and Belgium for junior section (voluntary)
 Coaching and Umpiring Qualifications and active use at club and county level (voluntary)
 Wrote small community funding bids (voluntary)

Went to university whilst working at a high school part time
 Offered a School Sports Coordinator role whilst studying for my degree
 Organised final year thesis in Handball Development
 First job out of university with England Handball
 Moved to work for Badminton England
 Joined the board of Merseyside Sport (voluntary)
 Started a consultancy business
 Joined EuroHockey
 Joined the Board of the Huracan Football Foundation (voluntary)



WAKE UP, BE AWESOME YOUR MOVE

Be yourself, sell yourself