



FEDERATION RWANDAISE DE FOOTBALL ASSOCIATION

B.P 2000 Kigali
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Website: www.ferwafa.rw

JOB ANNOUNCEMENT

Job title: National Technical Director

About the employer: Fédération Rwandaise de Football Association (FERWAF) is non-governmental and non-profit organization founded in 1972 and affiliated to CAF and FIFA in 1978. It has the National mandate to develop and organize football competitions throughout Rwanda. It is the sole institution governing the football in Rwanda and recognized as such by the Government of Rwanda on one hand and by both FIFA (Federation Internationale de Football Associations), CAF (Confederation Africaine de Football) and CECAFA (Council for East and central Africa football associations) as their member on the other hand.

From the above setting, FERWAF operates within the framework of the FIFA/CAF regulations; holding itself to respect them and its members to comply with its own statute and the directives/decisions from FIFA/CAF.

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Job Description: The National technical director plays a key role in the Federation. He is in charge of driving forward the technical development of football in Rwanda through a termly technical strategies elaborated in line with FERWAF's general mission and objectives.

Direct supervisor: General Secretary

Second supervisor by hierarchy: The Commissioner in charge of technical and football development

Starting time: Immediately

Monthly salary: A gross salary will be negotiated according to the profile of the candidate

Duties and responsibilities	<p>Mass football</p> <ul style="list-style-type: none"> ✓ Encourages the expansion of football and promotes the practice of football by as many people as possible (from grassroots to elite for men and women) ✓ Acts as a vector for football's educational values ✓ Encourages the expansion of women football, beach soccer and futsal ✓ Adapts the forms of organization of competitions to age ✓ categories, time of the season, sporting infrastructure, skill levels,
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	<p>Coach education</p> <ul style="list-style-type: none"> ✓ Organizes courses for coaches and instructors ✓ Defines a coach licensing system (Pro, A, B, C, D) in line with the needs of the Federation and the parameters set forth by the confederation ✓ Makes sure that clubs observe their obligation to use qualified/ certified coaches (linked to the MA's club licensing system)
	<p>Elite football (men and women)</p> <ul style="list-style-type: none"> ✓ Prepares the future of national football and works to improve the standard of play in national competitions (senior and youth) ✓ Reinforces the competitiveness of youth national teams ✓ Helps to identify, train and protect talented young players ✓ Assists with setting up training camps for the various youth national teams ✓ Provides input for club competition rules (foreign players, young players, format of the competition, number of teams, etc.)
	<p>Research and documentation</p> <ul style="list-style-type: none"> ✓ Promotes technical analysis at various levels ✓ Gathers and manages as much information as possible on developments in football ✓ Studies major competitions and organizes thematic seminars ✓ Produces documents on technical issues and audiovisual presentations ✓ Sets up a documentation center and audiovisual service
	<p>Planning and Human Resources Management</p> <ul style="list-style-type: none"> ✓ Elaborate strategic plans for football development in short term, average term and long term with the aim of developing structures for the development of football from the grassroots and up. ✓ Lead the technical and football department through the conception, implementation, control, monitoring and assessment of all football development activities
<p>Key performance indicators</p>	<ul style="list-style-type: none"> ✓ The increase of the number of participants and frequency of participation in grassroots, amateur and women football (competitions, tournament, festivals) ✓ The increase of the number and quality of coaches trained through

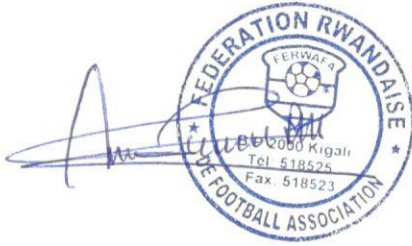
	<p>the Federation</p> <ul style="list-style-type: none"> ✓ The increase of the quality of training sessions and matches at the level of elite youth football and professional football (men and women) ✓ Ranking of Rwandan youth and women national teams on FIFA and CAF rankings
Required profile	<p>Football requirements</p> <ul style="list-style-type: none"> ✓ Experience as a football player (not necessarily at the highest level) ✓ Experience as a coach at high level (National Teams or/and teams of first division) ✓ Experience as football coach instructor ✓ Possess at least A CAF license or Pro license from a recognized confederation. ✓ Previous experience as the Technical Director in a football Federation for more than two years
	<p>Knowledge and skills</p> <ul style="list-style-type: none"> ✓ Possess at least a bachelor's degree in any field. ✓ Possess leadership, strategic and networking skills ✓ Possess analytical skills ✓ Possess communication skills ✓ Possess knowledge in budget planning
	<p>Languages</p> <ul style="list-style-type: none"> ✓ Proficiency in French and/or English
	<p>Behaviors</p> <ul style="list-style-type: none"> ✓ Ability to always adhere to FERWAFWA requirements of Statutes, Internal Rules and Regulations and of other bodies to which the Federation is affiliated ✓ Good anticipation ability ✓ Excellent relationship and collaboration

How to Apply: Interested candidates should submit their application letter written in any of the official languages in Rwanda addressed to the General Secretary accompanied by (1) a signed detailed curriculum vitae, (2) a copy of their degree (3) a copy of their coaching certificates, (4) evidences of required experience and (5) a copy of their at FERWAFWA

headquarters' reception or by email at ferwafa@yahoo.fr not later than March 23rd, 2021 at 3:00 PM.

Only applicants that fulfill all the requirements for this position will be contacted for the next phase of the recruitment process.

Kigali, March 02nd, 2021



UWAYEZU F. Régis

General Secretary