

Women's Cricket Head Coach & East Midlands Regional Host Assistant Coach

REQ200803

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.

Background

A fantastic opportunity for an individual to lead on the development and success of the university's Women's Cricket Programme and assist in the new Women's Elite Domestic Structure.

As part of the ECB's new Women's Cricket Elite Domestic structure and the success of Loughborough University being awarded the host of the East Midlands, we are seeking an Assistant Coach that will play a pivotal role in supporting the Head Coach in developing the most talented female cricketers within the Region.

The University & Lightning Cricket is committed to safeguarding and protecting the children and young people that we work with. As such, all posts are subject to a safer recruitment process, including the disclosure of criminal records and vetting checks. We ensure that we have a range of policies and procedures in place which promote safeguarding and safer working practice across our services.

Job Description

Job Grade: Management and Specialist Grade 6

Job Purpose

University Head Coach

- To plan, implement & manage a coaching programme for Women's performance cricket at Loughborough University.
- Creation of a strategic plan for the development of performance cricket at Loughborough to contribute to the achievement of SDC and University goals.
- Assist the Regional Director of Women's Cricket (RDoWC) on the implementation and management of the strategic plan to drive high performance cricket forward in conjunction with other University performance sport staff, the Athletic Union, the MCC, the ECB and the cricket club committee.
- Developing the capacity within the performance programme to achieve the programmes strategic goals.
- Evaluate and monitor progress against the strategic plan objectives.
- Ensuring that the programme promotes the mission and values of performance sport at Loughborough.
- Manage an effective coaching programme for the performance squad and oversee the development squad(s) and BUCS first team beneath them. This includes development of appropriate annual training programmes, covering pre-season as well as competitive season programmes.
- Ensure competitive success [as defined each year with the Head of Performance Programmes] in, BUCS and other national league competitions as appropriate.
- Where necessary recruit, direct and manage the additional assistant coaching staff required for the effective coaching and development of the performance squad.
- Work with the ECB or other external partners to place our programme within a national player pathway wherever possible.

- Where necessary liaise with the ECB national coaching team in relation to player recruitment, development, training and playing programmes.
- Co-ordinate and drive the delivery of support services (sports science, sports medicine and strength and conditioning) to the performance squad.
- Work proactively to recruit high level cricket players to Loughborough University.
- Provide pastoral support and care to the performance squad members in conjunction with other coaching, academic and performance sport staff (i.e. Lifestyle mentors).
- Identify potential sports scholars (e.g. Loughborough Student Sport Foundation, Talented Athlete Scholarship Scheme) and assist in managing the scholarship funding for individual performers.
- Provide effective organisation and administration for the women's programme
- Advise the AU club committee on the creation of an effective coaching and development structure for the University cricket club as a whole.
- Prepare, manage and monitor budgets for the performance squad, as requested by the Head of Performance Programmes.
- Participate in the development of income generating activities that can financially support the performance squad.

Regional Host Assistant Coach

- Support the Regional Host Head Coach in providing long term direction to the underpinning talent pathway to ensure the balance of current and future needs of the team are met effectively.
- Assist the Regional Host Head Coach in the holistic development of all players, tactical and strategic direction of the team, squad and player programming to drive forward the standard of play for Lightning Cricket.
- Ensure the long-term development plans of players and staff are recorded through the ECB Athlete Management System to enable effective reviews of the players, staff and programmes.
- Assist the Regional Host Head Coach in inputting all relevant performance information to ensure a clear and objective appraisal process can take place which will be led by the Regional Director of Women's Cricket (RDoWC).
- Act as a positive role model and advocate for women's cricket and work in collaboration with all partners to maximise resources and drive the improvement of domestic and international women's cricket.
- Support the Regional Host Head Coach in the leadership of a coaching programme for the Lightning Senior Squad.
- Assist both the RDoWC and Regional Host Head Coach in the creation of a strategic plan for the development of women's elite cricket at Loughborough to contribute to the achievement of SDC, University and ECB goals.
- Assist with the implementation of the strategic plan to drive high performance cricket forward in conjunction with all relevant stakeholders.
- Assist the Regional Host Head Coach in managing an effective coaching programme for the Lightning Senior and Academy squad. This includes development of appropriate annual training programmes, covering pre-season as well as competitive season programmes.
- Work proactively to recruit high level cricket players to Lightning Cricket and Loughborough University.
- Provide pastoral support and care to squad members in conjunction with other coaching, academic and performance sport staff (i.e. Lifestyle mentors).

General Requirements

- Contribute to the sharing of coaching ideas and skills within the high-performance educational forums available on campus.
- To promote adherence to ethical guidelines and regulations with regard to drugs and doping in sport, in line with UK Anti-Doping (UKAD) guidelines and the Loughborough University 'Clean Sport' commitment.
- In conjunction with the SDC Education and Development Manager ensure that all athletes attend appropriate anti-doping workshops (including 100% ME).
- Actively work to promote Loughborough University sport and cricket throughout the East Midlands.
- Actively work to promote the ECB Inspiring Generations and the Transform Women's and Girl's Action Plan
- Undertake additional duties as requested by your line manager from time to time.

Points To Note

The purpose of this job description is to indicate the general level of duties and responsibility of the post. The detailed duties may vary from time to time without changing the general character or level of responsibility entailed.

Special Conditions

It will be necessary, on occasions, to work outside normal working hours including some work in the evenings, weekends and on Bank Holidays and University Closure Days.

The post holder may be required to provide a satisfactory disclosure statement (see <http://www.homeoffice.gov.uk/agencies-public-bodies/dbs/>) for more details.

All staff have a statutory responsibility to take reasonable care of themselves, others and the environment and to prevent harm by their acts or omissions. All staff are therefore required to adhere to the University's Health, Safety and Environmental Policy & Procedures.

All staff should hold a duty and commitment to observing the University's Equality & Diversity policy and procedures at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and University policies/procedures.

Successful completion of probation will be dependent on attendance at the University's mandatory courses which include Respecting Diversity and, where appropriate, Recruitment and Selection.

Organisational Responsibility

Reports to the Regional Director of Women's Cricket.

Working Relationships:

- Regional Director of Women's Cricket
- Women's Cricket Head Coach – Regional Host
- Regional Talent Managers
- Emerging Player Programme Head Coaches
- County Age Group Coaches
- ECB Head of Coach Development
- Science & Medicine staff
- AU Club Committee

Person Specification

Your application will be reviewed against the essential and desirable criteria listed below. Applicants are strongly advised to explicitly state and evidence how they meet each of the essential (and desirable) criteria in their application. Stages of assessment are as follows:

- 1 – Application
- 2 – Test/Assessment Centre/Presentation
- 3 – Interview

Essential Criteria

Area	Criteria	Stage
Experience	Show demonstrable experience in working with a highly skilled playing group to set out short, medium and long-term plans	1, 3
	Experience in leading players to develop an environment that drives performance through a sustainable, person-focused culture	1, 3
	Proven experience in the development of long-term coaching programmes.	1, 3
Skills & abilities	Be an outstanding leader and communicator with exceptional standards of professionalism	1, 3
	Knowledge of best practice principles underpinning talent development environments	1, 3
	A high degree of personal resilience to cope with the demands of coaching at this level and to be relied on by the organisation, players and staff to handle pressure in critical moments	1, 3
	Effective planning and organisational skills required to assist in delivering a professional programme of activity integrating all elements associated with high performance	1, 3
	Excellent knowledge of women's cricket and a vision of how it can be improved within the Region	1, 2, 3
	High standards of personal and professional integrity	1, 3
	High levels of energy and enthusiasm	1, 3
	Honesty and openness	3
	Commit to the ongoing development opportunities	1, 3
Qualifications	Hold, as a minimum, an ECB Level 3 qualification or equivalent	1
Other	Adherence to the Loughborough University 'Clean Sport' Commitment Statement.	1,3
	Flexibility and willingness to work irregular hours as necessary.	3
	To observe the University's Equal Opportunities policy at all times.	1,3

Conditions of Service

This position is offered on a **full-time** (37 hours per week) **fixed-term** contract until 31 January 2022 in the first instance. This role is part funded by the University and part funded by the ECB. Salary will be on Management and Specialist grade 6 and a competitive salary will be confirmed on offer of appointment.

The appointment will be subject to the University's normal Terms and Conditions of Employment for Grade 6 and above staff, details of which can be found [here](#).

The University is committed to enabling staff to maintain a healthy work-home balance and has a number of family-friendly policies which are available at <http://www.lboro.ac.uk/services/hr/a-z/family-leave-policy-and-procedure---page.html>.

We also offer an on-campus nursery with subsidised places, subsidised places at local holiday clubs and a childcare voucher scheme (further details are available at: <http://www.lboro.ac.uk/services/hr/a-z/childcare-information---page.html>

In addition, the University is supportive, wherever possible, of flexible working arrangements. We also strive to create a culture that supports equality and celebrates diversity throughout the campus. The University holds a Bronze Athena SWAN award which recognises the importance of support for women at all stages of their academic career. For further information on Athena SWAN see <http://www.lboro.ac.uk/services/hr/athena-swan/>

