

Women's Cricket Head Coach - East Midlands Regional Host

REQ211132

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.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

As Regional host of the ECB's women's regional structure Lightning Cricket are seeking a Head Coach that will play a pivotal role in continuing to develop the most talented female cricketers within the Region. This role will lead and manage the ongoing development of individuals and a Senior team which will compete in the Rachel Heyhoe Flint Trophy and Charlotte Edwards Cup competitions within the regional structure, alongside providing effective development environments that enable players to maximise their potential.

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 7

Job Purpose

- Provide long term direction to the underpinning talent pathway to ensure the balance of current and future needs of the team are met effectively.
- Be accountable for 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.
- Work closely with the England Women's performance team to enhance player development, provide insight to player ID and ensure alignment of programmes year-round.
- Input 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.

KEY TASKS:

- Leadership & management of a coaching programme for the Lightning Senior Squad.
- Assist the RDoWC 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.
- Lead on the implementation of the strategic plan to drive high performance cricket forward in conjunction with all relevant stakeholders.
- Developing the capacity within the women's cricket programme to achieve the programmes strategic goals.
- Evaluate and monitor progress against the strategic plan objectives.

- Manage 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.
- Ensure competitive success [as defined each year with the RDoWC].
- Where necessary recruit, direct and manage the additional assistant coaching staff required for the effective coaching and development of both squads.
- Work with the ECB or other external partners to place our programme within a national player pathway wherever possible.
- Liaise with the ECB national coaching team in relation to player recruitment, development, training and playing programmes.
- In conjunction with the RDoWC help to co-ordinate and drive the delivery of support services (sports science, sports medicine and strength and conditioning).
- 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
- ECB Director, England Women
- ECB Head Coach, England Women
- ECB Head of Women's Domestic Cricket
- ECB National Talent Manager
- ECB Head of The Hundred - Women's Competition
- Head Coach – The Hundred Women's Competition [*insert Team Name*]
- Regional Talent Managers
- Emerging Player Programme Head Coaches
- County Age Group Coaches
- ECB Head of Science, Medicine and Innovation – England Women
- ECB Head of Coach Development
- Science & Medicine staff

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 management team and playing group to set out short, medium and long-term plans	1, 3
	Experience in leading players and staff to develop an environment that drives performance through a sustainable, person-focused culture	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 deliver a professional programme of activity integrating all elements associated with high performance	1, 3
	Demonstrate a thirst for continuous personal development ensuring the programme remains at the cutting edge of elite coaching and performance	1, 3
	Excellent knowledge of women's cricket and a clear 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 and Head Coach meetings delivered by the ECB	1, 3
Qualifications	Hold, as a minimum, an ECB Level 3 qualification or international equivalent with the ability and commitment to achieve Level 4 within an agreed period	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

The position is offered on a full time (37hours) on a fixed term contract until 31 January 2023 in the first instance. This role is funded by the ECB. Salary will be on Management and Specialist grade 7 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 grades 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/>

Application

Closing date for applications: **14 November 2021**.

