

Talent Manager - East Midlands Regional Host

REQ211133

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.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 part of the ECB's new Women's Regional structure and the success of Loughborough University being awarded the host of the East Midlands we are seeking a Regional Talent Manager (RTM). Women and girls represent the biggest growth opportunity for cricket. Our vision is to make cricket a game that is truly gender balanced, with women and girls being represented across the whole game. This means investing in developing every level of the game – from girls experiencing cricket for the first time to heroes at the pinnacle of the international game, alongside supporting female coaches, support staff, officials and administrators. We want women and girls to have a high quality, enjoyable experience, know that they are welcome in our sport and to therefore foster a lifelong love and connection with cricket. We are fully committed to this long-term vision, and the RTM will be a key appointment to ensure this vision is achieved.

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: Operational Services Grade 5.

Job Purpose

The Regional Talent Manager (RTM) will work across County boundaries in conjunction with their Senior Regional Talent Manager (SRTM), focusing on developing effective relationships with Counties' Women's & Girls' pathways within the region. The RTM will connect County Age Group coaches, players, and programmes to the Women's Regional Structure within the East Midlands Region ensuring there is a clear alignment between County, Regional and England Women's Cricket Pathway programmes.

We are seeking an individual with a passion for talent development who can add value to multiple environments and have a positive impact on those around them. This role will suit those with an interest in creating and supporting positive learning environments and with the expertise in coaching young players with high potential to ensure young players can thrive; the ability to influence, communicate effectively, work independently and as part of a team with a passion for continuous learning are priorities for the role.

Reporting to the SRTM, the role will require extensive travel throughout the region as well as requiring extended hours, inclusive of weekends and bank holidays.

KEY TASKS:

- Influence and support Counties to develop players through programmes that are aligned to the ECB Talent Development Framework to provide a joined up, game wide approach to talent development.

- Support Counties in the region to ensure the effective management of talented players who are identified as having the potential to progress on to the Lightning Cricket Academy to provide a collaborative and individualised approach to their programme delivery.
- Support the SRTM as an assistant coach on the Regional Academy programme
- Understand, and be able to communicate, the talent identification and recruitment strategy for the Region which aims to ensure programmes are accessible, broadens the player pool and drives diversity and inclusion.
- Support Counties with the development of individualised player development plans (IDPs)
- Work with the SRTM and Counties to ensure that match play and competition opportunities support talent development effectively for the Region.
- Take on a scouting role as part of the Lightning Cricket talent identification & recruitment strategy.
- Keep up to date with best practice and expertise across the fields of talent development and attend ECB CPD events and meetings to support the drive for a world leading player pathway.

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 at Loughborough.
- 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 Senior Regional Talent Manager. Will require a strong working relationship with the ECB National Talent Manager and County Age Group Coaches.

Working Relationships:

- County Pathway Leads
- County Age Group Coaches
- Senior Regional Talent Manager
- Regional Director of Women's Cricket
- ECB National Talent Manager
- Regional Head Coach
- Regional Science & Medicine staff
- County Participation & Growth colleagues

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	Experience of developing individualised player development plans	1, 2, 3
	An interest in the areas of talent development and talent identification	1, 3
Skills & abilities	Excellent communication, interpersonal and influencing skills	1, 2, 3
	An appetite for continuous learning and development	1, 3
	Excellent IT skills with competent ability using Microsoft Office programmes	1, 3
	High standards of personal and professional integrity	1, 3
	The ability to use initiative working as part of a team or independently as required	1, 3
	High levels of energy and enthusiasm	1, 3
	Show the ability to be innovative and creative	1, 3
	Qualifications	Qualified to at least ECB Level 2 (Foundation II), with the ability to achieve ECB Level 3 (Advanced) within 12 months of appointment
Other	Full UK Driving Licence and ability to travel independently to various venues across the region	1
	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
	Due to the postholder working with children, an enhanced Disclosure and Barring Service (DBS) check will be undertaken before the postholder joins the University at the expense of the University.	1,3
	Attended, or committed to attending the safeguarding & protecting children course within the first 2 months of appointment.	1,3

Desirable Criteria

Qualifications	Sport related degree or equivalent experience	.1
	Knowledge of the ECB Talent Development Framework and or alternative NGB frameworks	.1, 3
	An understanding and experience of best practice talent identification and selection processes	.1, 3
	An understanding of Coach Development	.1, 3
	Up to date first aid qualification	.1

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. Salary will be on Operational Services Grade 5 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 1 to 5 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/>

Applications

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

