

## East Midlands Regional Director of Women's Cricket

REQ211293

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.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

These are exciting times for Loughborough Sport. The University's strategy propels sport to the top table, alongside Teaching, Research and Enterprise. We have a new strategic framework with a vision to create a sporting experience so positive its life shaping and the University has recently been ranked as number one in the world for sport. We are looking for a talented individual to join our team to lead and develop an unrivalled athlete development programme with a key focus on becoming a world renown centre for coach, practioner and volunteer development.

### Job Description

**Job Grade: Management and Specialist Grade 7**

#### Job Purpose

- Women's & girls' cricket is set to be transformed as part of an exciting ECB strategy to Inspire Generations by connecting communities and improving lives through cricket, ensuring cricket is a game for all.
- The East Midlands Regional Director of Women's Cricket role is an exciting opportunity to continue the work already in place and lead a senior team and academy for the Region.
- The postholder will work collaboratively with others in the region to deliver an accessible and inclusive player pathway which is underpinned by a thriving recreational game that welcomes a broad, representative playing population.
- As a Regional Director of Women's Cricket, you will be a passionate advocate of the game, maximising opportunities for female players to experience high quality provision to foster a long-term involvement with cricket whilst supporting all players to maximise their potential.
- The role requires you to influence the wider cricket network and build relationships to Transform Women's and Girls' Cricket within your region whilst being able to offer clear direction aligned to the national game priorities.
- You will be one of eight Regional Directors of Women's Cricket and will play a key role in continuing to shape the future success of the game.

#### Job Context:

- The East Midlands Regional Director of Women's Cricket is a key strategic and leadership role in delivering the high performance and elite women's cricket ambitions within the ECB Transform Women's and Girls' Cricket that sits as one of six priorities in Inspiring Generations 2020-2024.
- This exciting opportunity to continue to shape the future of female cricket will be achieved through collaborative working relationships and the role will require working with senior executives across the game to maximise exposure and raise the profile of women's and girls' cricket.
- The nature of this leadership role requires the ability to manage and lead individuals as well as multidisciplinary teams operating across the whole spectrum of the player pathway.

#### KEY TASKS:

The East Midlands Regional Director of Women's Cricket will provide leadership and strategic direction in the following key areas:

### **Regional Senior Team**

The East Midlands Regional Director of Women's Cricket will:

- Agree, monitor and control budget expenditure for the senior team
- Lead a team of performance staff to offer year-round high quality, holistic individualised programmes for players involved in the elite domestic competitions
- Work collaboratively with the ECB to ensure all performance requirements are aligned to the overall objective of developing players for England
- Ensure the effective delivery of the regional senior team into the ECB organised 50-over and T20 competition programme
- Work in collaboration with the paired women's team in The Hundred to maximise efficiencies and grow the profile of the women's game

### **Regional Academy**

The East Midlands Regional Director of Women's Cricket will:

- Agree, monitor and control budget expenditure for the Academy
- Ensure the effective delivery of the Academy in line with the ECB Talent Development Framework
- Work with other Counties in the region to develop aligned Player ID and Selection processes
- Work with other Counties in the region to provide an accessible, representative, and transparent talent development system that operates effectively across the region
- Line manage Talent Managers to offer high quality, development focused programmes for age group players to help them maximise their potential
- Ensure that all talent development and performance environments are driven by the social and emotional development needs of players alongside traditional performance requirements
- Work closely with partners to ensure the ongoing development of the workforce tasked with influencing the women's & girls' game and maximise bespoke learning opportunities for these individuals
- Be informed in best practice and expertise across the fields of talent development and talent identification to support the drive for a world leading pathway for women and girls

### **Participation and Growth**

The East Midlands Regional Director of Women's Cricket will:

- Work with Counties in the region to deliver high quality experiences for females introduced to the game for the first time
- Work with key partners to ensure the current players are provided with outstanding experiences through cricket
- Work with Counties in the region to provide an inclusive, transparent and supportive transition from recreational cricket into talent pathway programmes to allow players to maximise potential
- Work in collaboration with the Regional Head of Participation and Growth to prioritise the delivery of participation and growth initiatives across the region for women and girls

### **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 regards 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 Performance Programme Manager/Regional Host CEO.

Responsible for all staff within the Regional Host/Academy including coaches, support staff and administrative functions.

### **Working Relationships:**

- Regional Host CEO
- ECB MD, Women's Cricket
- ECB Head of Women's Domestic Cricket
- ECB Director, England Women
- ECB National Talent Manager
- ECB Heads of Regions/Regional Growth Executives
- Talent Managers
- ECB Head of The Hundred - Women's Competition
- Emerging Player Programme Head Coaches
- County Age Group Managers
- ECB Head of Science & Medicine – 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	Extensive experience of delivering strategy through innovative and engaging interventions	1, 3
	Experience and skills in budgeting, planning, programming, organisation and monitoring of key strategic priorities	1, 3
Skills & abilities	Excellent leadership, communication, interpersonal and influencing skills	1, 3
	Knowledge of best practice principles underpinning talent development environments	1, 3
	A clear passion for changing lives and making a difference through sport	1, 3
	High standards of personal and professional integrity	1, 3
	High levels of energy and enthusiasm	1, 3
	Resilience and a strong commitment to drive change	1, 3
	Honesty and openness	3
	An appetite to constantly seek improvement in all aspects of work	1, 3
<b>Qualifications</b>	Sport related degree or equivalent experience	1
<b>Other</b>	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/>

