

Senior Regional Talent Manager - East Midlands Regional Host

Job Ref: REQ220097

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.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 Women's Regional structure, we are seeking a Senior Regional Talent Manager (STRM). Women and girls represent the biggest growth opportunity for cricket. 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 SRTMs will be key appointments 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: Management and Specialist Grade 6

Job Purpose

Aligned to the objectives within the "Transform Women's & Girls' Cricket" priority in the Inspiring Generations Strategy, the Senior Regional Talent Manager (SRTM) will work across County boundaries and in conjunction with the National Talent Manager, their Regional Director of Women's Cricket (RDoWC) and County contacts to connect players and programmes to the new elite domestic structure within their Region and the England Women's Cricket Pathway (EWCP). SRTMs will lead on the delivery of the Regional Academy and support Counties in their Region with delivery in line with the ECB Talent Development Framework.

KEY TASKS:

- Lead and Coach the Regional Academy and influence Counties to plan for the development of players through programmes that value holistic and positive development experiences.
- Ensure the delivery of all player programmes (Regional Academy, Emerging Player Programme (EPP), County Age Group) are aligned to the ECB Talent Development Framework to provide a joined up, game-wide approach to talent development.
- Support Counties to ensure the effective management of talented players who are identified as having the potential to progress on to the England Women's Cricket Programme (EWCP) to provide a collaborative and individualised approach to their programme delivery.
- Contribute to the development of a talent identification and recruitment strategy for the Region which aims to ensure programmes are accessible, broadens the player pool and drives diversity and inclusion.

- Ensure players develop personal excellence through relevant, individualised and outstanding learning and development experiences.
- Work with the Regional Director of Women's Cricket (RDoWC) and Counties to ensure that match play and competition opportunities support talent development effectively for the Region.
- Work with the RDoWC and Counties to develop a robust communication plan across the Region to ensure collaboration in the delivery of talent development; this should include a plan for dialogue and engagement with parents.
- Take on a Scouting role as part of the ECB Player Identification System.
- Monitor the effectiveness of the player pathway through the established minimum quality standards.
- Develop coaches and coaching within County age group programmes.
- Undertake such duties, at the request of the RDoWC and the National Talent Manager to support ECB with delivery of the national talent pathway competition programme(s).
- 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

Directly reports to the Regional Director of Women's Cricket. Will require a strong working relationship with the ECB National Talent Manager and County Age Group Coaches.

Working Relationships:

- Regional Director of Women's Cricket
- ECB National Talent Manager
- ECB Player Identification Lead (Women & Girls)
- ECB Head of Women's Domestic Cricket
- County Women's & Girls' Lead Contact
- County Age Group Coaches
- Heads of Regions/Regional Growth Executives
- Programme Support Staff
- Club Development Officers

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 and skills in planning, programming, organisation and monitoring of individualised player development plans	1, 2, 3
	Knowledge of the ECB Talent Development Framework and or alternative NGB frameworks	1, 3
	An understanding of Coach Development	1, 3
	An understanding of talent development in team sports	1, 3
Skills & abilities	Excellent leadership, communication, interpersonal and influencing skills	1, 2, 3
	An appetite for continuous learning and development	1, 3
	Be able to identify with and believe in the principles of the ECB Women and Girl's player pathway	1, 3
	High levels of tact and strong will to succeed	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, openness & resilience	3
	Show the ability to be innovative and creative	1, 3
Qualifications	Hold, as a minimum, an ECB Level 3 qualification (Advanced Coach) or international equivalent or be able to obtain an ECB Level 3 qualification within 12 months of appointment.	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
	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
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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 Management and Specialist grade 6 (£31,406 - £40,927) 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/>

