

Women's Cricket Head Coach

Job Ref: REQ250620

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.

Job Description

Job Grade: MA6

Job Purpose

- To plan, implement & manage a coaching programme for Women's performance cricket at Loughborough University.

Job Duties

Leadership & management of a coaching programme for Loughborough University's Women's performance cricket programme.

- Creation of a strategic plan for the development of performance cricket at Loughborough to contribute to the achievement of Loughborough Sport and University goals.
- Assist the Senior Performance Programme Manager 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.

Women's Performance Programme

- Ensuring that the programme promotes the mission and values of performance sport at Loughborough..
- Manage an effective coaching programme and interdisciplinary team for the performance squad and oversee the development squad(s) and BUCS first team beneath them. This includes development of an appropriate annual performance plan, training programmes, covering pre-season as well as competitive season programmes.
- Ensure competitive success [as defined each year with the Senior Performance Programme Manager] 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.

Performance Programmes (Women)

- Provide effective organisation and administration for the women's programme

Management

- Advise the AU club committee on the creation of an effective coaching and development structure for the University cricket club as a whole.

Budgetary Responsibilities

- Prepare, manage and monitor budgets for the performance squad, as requested by the Senior Performance Programme Manager.
- Participate in the development of income generating activities that can financially support the performance squad.

Public Relations

- Work with other Loughborough Sport staff to promote the profile of cricket at Loughborough University, nationally and internationally.
- Work with Loughborough Sport/University colleagues to ensure the players fulfil their role in promoting performance cricket, at Loughborough University. This may include player appearances, writing website articles or blogs and active participation in social media, providing it is not to the detriment of their training and competitive programmes.
- Where possible, support Loughborough Sport sponsor events.

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 Loughborough Sport Education and Development Manager, to ensure that all athletes attend appropriate anti-doping workshops (including 100% ME).
- Actively work to promote Loughborough University sport and cricket at Loughborough.
- 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

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.

It will be necessary to work outside normal working hours including in the evening and at weekends.

It is recognised that coaches working at this level will often have links with representative sides. This is seen as advantageous as long as it does not interfere with the work as defined.

This post will be subject to an enhanced DBS check.

Organisational Responsibility

Reports to the Senior Performance Programme

Manager

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	Proven experience of coaching high-performance cricket.	1,2,3
	Substantial experience of coaching high-level players and/or talented young players.	1,2,3
	Proven experience in the development of long-term coaching programmes.	1,3
Skills and abilities	Proven cricket coaching ability.	1,2,3
	Knowledge of current coaching and training processes.	1,3
	Knowledge of ECB / Club issues.	1,3
	Good organisational and time-management skills.	1,3
	IT skills necessary for analysis, report writing and general communication.	1,3
Qualifications	Level 3 Cricket Coaching Qualification	1
Training	Willingness to update First Aid and Health & Safety requirements for cricket and work towards more advanced coaching awards and qualifications.	1
Other	Adherence to the Loughborough University 'Clean Sport' Commitment Statement.	1,3
	Flexibility and willingness to work irregular hours as necessary.	1
	To observe the University's Equal Opportunities policy at all times.	1,3

Desirable Criteria

Area	Criteria	Stage
Experience	Experience of University cricket.	1,2,3
	Previous experience of using Microsoft Office (Word, Excel, Access and PowerPoint).	1,3
Qualifications	Level 4 Cricket Coaching Qualification or equivalent experience. (or the willingness and ability to achieve within 12 months of starting the role). Sport related degree or equivalent experience.	

Conditions of Service

The position is part-time (0.6FTE – 3 days per week) and open ended. Salary will be on Grade 6, [salary scale](#) a starting salary to 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/>