

Job Title: **Performance Head Coach**

Salary: **£28,000 – 30,000 per annum dependent on experience and qualifications**

Benefits: **Mobile phone allowance, travel expenses and government backed pension scheme**

Hours: **Flexible, 37 hours per week**

The Somerset Cricket Board Performance Head Coach is responsible for the performance pathway (boys (10 - 17), girls (12 – 19) and Women) within Somerset.

The post holder will need to manage the pathway and deliver on the pathway in such a way that enables players to reach their potential.

The Performance Head Coach will have the benefit of an existing Women and Girls Performance Coach to manage and lead delivery on the female pathway.

1. Job Description

The post holder will be expected to deliver and achieve in the following areas:

Manage the Somerset player pathway

- To manage a coherent and successful development programme for players in our performance pathway. Including the appointment and performance management of key coaching staff for each programme and the line management of our Women and Girls Performance Coach.

District and County cricket

- Manage and deliver on, a successful district and county cricket programme that enables talented club/school cricketers to enjoy a comprehensive and enjoyable training and match play programme.
- Work closely with our Administrator to ensure that trials, selection and non-selection processes and communication are of the highest standard.
- Ensure that fairness and transparency are present at all times and at the heart of decisions made
- To deliver high quality coaching sessions and experiences where appropriate.
- Be the Lead Coach of two or three age group teams, including the boys Under 17s and the boys Development squad.
- Attend other CAG matches throughout the season to observe and support our players and coaches.

Emerging Player programme

- Manage a successful Emerging Player Programme that enables the most talented young cricketers in Somerset to achieve their potential.

- Ensure that selection, non-selection and de-selection processes and communication are of the highest standard.
- Ensure that fairness and transparency are present at all times and at the heart of decisions made
- To deliver high quality coaching sessions and experiences where appropriate.

Somerset County Cricket Club (SCCC) Academy Coach

- Deliver high quality coaching sessions and experiences during the winter and where appropriate summer Academy programme as directed by the Academy Director or Director of Cricket.

Partnership development

- To develop strong, lasting and fruitful relationships with key stakeholders within Somerset cricket, including but not exclusively the following:
 - Somerset cricket clubs
 - Somerset schools (private and state)
 - Neighbouring non-first class counties
 - SCCC coaching staff.

Additional responsibilities

- Play an active part in coach development and the Coaches Association in Somerset.
- Awareness and involvement in club youth cricket and leagues to ensure that the talent pool below district cricket is flourishing.
- Delivery on the Richard Huish College Academy programme under the management of the Richard Huish Head Coach.
- The post holder will also support and develop other Somerset Cricket Board priorities at appropriate times throughout the year.
- Responsible for annual appraisals of all County Age Group coaches (with support from our Women and Girls Performance Coach), thereafter providing a summary report to the Cricket Development Manager.

2. Qualifications, Experience, Skills and Attributes required

Qualifications / Attainments

- Clean ECB DBS check
- First Aid and Safeguarding training
- Minimum ECB Level 3 qualification (Level 4 preferred)
- ECB Coaches Association membership

Experience / Knowledge of:

- Developing players who have become professional cricketers
- Coaching in development and performance environments
- Building strong and sustainable working relationships
- Successfully managing coaching programmes
- Successfully managing coaches and volunteers

Skills

- Ability to motivate and inspire.
- Excellent people skills with the ability to build genuine relationships.
- Excellent communication skills.
- Management and leadership qualities.
- Good IT skills, specifically relating to Word, Excel, Outlook and other Microsoft programmes.
- Ability to plan, organise and prioritise workload to meet deadlines.
- Ability to multi-task.

Attributes

- A warm personality that people gravitate to.
- A positive, professional, friendly and supportive manner.
- Hard working with a can-do attitude.
- Willingness to learn and adapt to a changing environment.
- Enthusiastic.

Other

- Ability to travel independently between sites (full and valid UK driving licence and access to a car).

3. Management of the post

The post holder will be employed by the Somerset Cricket Board Ltd and line managed by the SCB Executive Director.

The post holder will also report to the SCCC Director of Cricket and the Richard Huish Head Coach.

4. General

This Job description only contains principal accountabilities/main duties relating to this post and does not describe in detail all of the duties required to be carried out.

The base for the job will be The Cooper Associates County Ground, Taunton and the remit will be county wide.

The post holder will be expected to work evenings and weekends on a regular basis.

5. Restrictions

As the holder of a position of authority and influence within the SCB, the appointed person will not be expected to provide coaching on a private basis. Nor will the post holder be expected to undertake commercial ventures unrelated to SCB within normal working hours.