



Job Title: **Women & Girls Performance Manager (part-time)**

Salary: **£3,000 per annum (£24,000 Pro Rata) for management and administration of our women and girls pathway. Coaching hours to be paid additionally as and when delivered.**

Benefits: **Death in Service scheme, mobile phone allowance, travel expenses and access to government backed pension scheme.**

Hours: **20 hours per month management and administration.**

The Somerset Cricket Board Women and Girls Performance Manager is responsible for the female performance pathway within Somerset. The post holder will need to structure, manage and deliver on the pathway in such a way that enables players to reach their potential.

1. Job Description

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

Manage the Somerset player pathway

- To design, manage and maintain a coherent and successful female player development programme, including the appointment and performance management of key coaching staff for each programme.

District and County cricket

- Manage a successful district and county cricket programme that enables talented female cricketers to enjoy a comprehensive and enjoyable training and match play programme.
- Work closely with the SCB 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 Head Coach of a county team from 2019 season onwards.

Emerging Player programme

- Design, manage and deliver on a successful Emerging Player Programme that enables the most talented young cricketers in Somerset to achieve their potential.
- Personally 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.

Partnership development

- To develop strong, lasting and fruitful relationships with key stakeholders, including but not exclusively the following:
 - England & Wales Cricket Board
 - Western Storm
 - 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 cricket and leagues to ensure that the talent pool is flourishing.
- The post holder will also support and develop other Somerset Cricket Board priorities at appropriate times throughout the year.
- To conduct an annual appraisal of all girls County Age Group coaches, thereafter providing a summary report to the Performance Head Coach and Executive Director.

2. Qualifications, Experience, Skills and Attributes required

Qualifications / Attainments

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

Experience / Knowledge of:

- Coaching in female only development and performance environments
- Building strong and sustainable working relationships

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.

3. Management of the post

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

The post holder will need to have an up to date ECB DBS certificate, First Aid training, Safeguarding training, hold a clean driving license and be a member of the ECB Coaches Association.