



## **Sussex Cricket**

### **Academy Director**

A high-profile opportunity has arisen at Sussex Cricket to work as the Academy Director. The successful candidate will be coaching and developing the Sussex Cricket Academy and the player performance pathway. Working closely with the Director of Cricket, Head Coach, and county junior squad coaches to ensure a consistent quality of talent development and over-supply of players to the professional squad.

We are looking for a former first-class or international player who holds a minimum of a UKCC3 qualification (ideally, working towards a UKCC4) or international equivalent, who will be able to demonstrate a successful track record in first-class coaching; specialising in the development of emerging young talented players.

We are looking for a collaborative, proactive and positive leader with a commitment to their own and others' professional development, embracing the latest coaching techniques and best practice. The successful person will be able to demonstrate that they are effective decision-makers under pressure.

The ideal candidate will be a positive role model within the world of cricket and can demonstrate experience of building a collaborative and values-driven team ethos within the Academy and performance pathway; with both players and support staff. The successful person will have a proven track record of developing young talent into professional players.

A flexible approach to working irregular working patterns, including some domestic travel away within the competition programmes during the season and possible overseas touring, are a must.

For further information regarding Sussex Cricket, please visit [www.sussexcricket.co.uk](http://www.sussexcricket.co.uk).

The person must be eligible to work in the UK.

To apply, please send a covering letter setting out how you meet the requirements of the role and the person specification along with your CV to Kay Gunn, Head of People at [recruitment@sussexcricket.co.uk](mailto:recruitment@sussexcricket.co.uk).

**Closing date for applications: 5pm on Sunday 11 March 2018**

**Please note that applications received after this time will not be considered.**

No agencies thank you.



## Job Description

<b>Job title:</b>	<b>Academy Director</b>
<b>Reports to:</b>	<b>Director of Cricket</b>
<b>Hours:</b>	<b>Full time with a requirement to fulfill duties in evenings and at weekends</b>
<b>Remuneration:</b>	<b>Competitive package</b>
<b>Contract:</b>	<b>Permanent</b>

---

### Role Purpose

Accountable for the effective and safe management of the Academy, Emerging Players Programme (EPP), county squads, district programme and area cricket programme.

### Key Tasks

#### England and Wales Cricket Board (ECB)

- To attend annual ECB Academy conference and Regional Performance meetings as requested by ECB
- Proactively engage with ECB Regional Performance Manager and give support to the ECB strategy and vision for academies; introducing the latest elite information into the Academy programme
- Manage the Advanced Apprenticeship in Sporting Excellence (AASE) in accordance with ECB regulations and management guidelines

### Academy

- To manage the Sussex Cricket Academy
- To recruit talented players to the County Academy Programme (12 maximum per year)
- To set up personal development programmes for the Academy to achieve each player's potential
- To provide the necessary talent pool for the Academy from within EPP, Sussex partnerships and county junior squads
- In conjunction with Director of Cricket (DOC) to appoint, manage and review specialist coaches to deliver high quality support to Academy players in different fields of expertise



### **Elite Development Groups**

- To manage and recruit the Sussex Cricket EDG specialist skill sets programme.
- To provide the necessary talent pool for the EDG from Sussex Partnerships and county junior squads
- In Conjunction with DOC to appoint, manage and review specialist coaches to deliver high quality support to EDG players in different fields of expertise

### **County squads/District and Area cricket programmes**

- To raise standard and skill levels of the county, District and Area squads, aged between 9 and 17
- To ensure the required standards of professional game in Sussex are understood, adhered to, and monitored
- To appoint, manage and review coaches to deliver high-quality coaching and management of programmes to players in accordance with squad's development criteria
- To encourage a culture of fun, discipline, skill, participation and self-maintenance

### **Management**

- To effectively manage all support staff full and part-time associated with all cricket outside of the professional game
- Ensure that all members of staff within his area of responsibility carry out the required jobs to an excellent standard

### **Planning and Organisation**

- To oversee, in conjunction with the Area Development Coach / Administrator, the area coaching programmes by monitoring and developing programmes and coaches at area level
- Organise and co-ordinate all fixtures, umpires, pitches and balls
- Organise, run and coach game.
- Organise winter squad practice and plan a challenging and enjoyable programme in liaison with the Development Director and the Cricket Manager
- Organise development days for squads as appropriate and within the budget.

### **Standards**

- Maintain high standards of discipline and work ethics to ensure success and the right image for the Club
- Discipline by example and continuity in approach
- Ensure that standards are maintained at all levels



## **Communication**

- Ensure that regular and open communication is a priority at all times
- Discuss with the Director of Cricket and the Head Coach any potential candidates for professional status
- Regularly communicate with the Development Director on the programme, development of players, the way forward and achievement of goals
- Discuss any propositions in advance with relevant personnel
- Communicate regularly with the Director of Cricket to ensure clear direction is maintained throughout the department

## **Budgets**

- Liaise with DOC to set/understand budgets for all development cricket
- Manage programmes within the agreed budget

## **Health & Safety**

- To provide information, instruction, training and adequate supervision of any persons for whom you are responsible
- Carry out risk assessments of your relevant areas and recommend appropriate precautions.



**Person Specification  
Academy Director**

<b>Essential Criteria</b>	
<b>1. Qualifications</b>	
	UKCC3 coaching qualification or international equivalent (ideally working towards a UKCC4) Enhanced DBS First aid trained (current) Relevant safeguarding courses ECB Coaches Association member
<b>2. Experience</b>	
	Former first-class county professional or international player have a proven track record of developing young talent into professional players Proven success of developing young players within the player pathway of a professional cricket club Experience of successful delivering sports education, coaching and training programmes
<b>3. Skills &amp; Knowledge</b>	
	Demonstrable experience in first-class cricket player development Excellent communication and interpersonal skills Demonstrable experience of building a collaborative values-driven team ethos within the first-class cricket arena Clear understanding of the ECB pathway and coaching guidelines Excellent time-management skills Proven track record in coaching and mentoring Creative approach to team-building A credible and authentic communicator Accustomed to dealing positively with the Media
<b>4. Personal Qualities</b>	
	Collaborative approach Ability to lead a team and to contribute to the overall success of the team and Organisation as a whole Ability to influence senior stakeholders in a positive manner High level of emotional intelligence Effective decision-making under pressure Ability and willingness to contribute positively to a pleasant and friendly atmosphere throughout the Organisation Clear communication skills with an approachable manner Willingness to learn and develop personal skills



	<p>Team-player who can motivate and inspire others to achieve excellence</p> <p>Professional attitude and appearance</p> <p>Positive approach and a “can-do” attitude</p> <p>Proactive approach to work</p> <p>Commitment to own and others’ professional development</p>
--	---