



Early Engagement Programme Manager – Boys & Girls

An exciting new opportunity has arisen in the Sussex Cricket Foundation (SCF). We are looking for an experienced, collaborative person to lead, coach and develop our Early Engagement Programmes for both boys & girls, aged 9-12 in Sussex.

The successful candidate will be responsible for leading both boys & girls EEP programmes and help drive talent from these programmes into the Sussex Cricket County Pathway. The role will include working closely and building relationships with recreational cricket clubs and the schools network. The post holder will work closely with the Director of the Sussex Cricket Foundation and Professional Cricket Department to ensure objectives are met and that the programmes being run are of high-quality.

The success and reputation of the Foundation continues to grow both locally and nationally. This has led to Corporate Partners of the County Club and other local organisations wanting to support Foundation initiatives. Major partners such as Dean Wilson, Webtrends Optimize and Acrisure all have multi-year agreements with the Foundation, which supports projects such as League Cricket, Disability Cricket, and support to our club network.

The ECB (national governing body for cricket) describes the Foundation as one of the leading Foundations across the Country, and we are viewed as a 'Leading Organisation' in the delivery of Disability Cricket, Safeguarding and Club Affiliation.

- **Foundation Impact Report** – <https://sussexcricket.co.uk/news/sussex-cricket-foundation-releases-2025-impact-report>
- **Foundation Website** - <https://sussexcricket.co.uk/sussex-cricket-foundation>
- **Breaking Boundaries** - <https://www.breakingboundaries.co.uk/>

Equal Opportunities

Sussex Cricket is committed to improving the diversity of our workforce. We welcome applicants from all walks of life and backgrounds who can bring diversity of thought and experience to the Club.

Sussex Cricket is committed to ensuring that all applicants do not receive less favourable treatment or are discriminated against, on the grounds of their age; disability; gender; marriage and civil partnership; pregnancy or maternity; race; religion or belief; sex or sexual orientation.

Safeguarding

Sussex Cricket is committed to safeguarding by protecting children, young people and vulnerable adults. As such, all relevant posts are subject to a process of vetting with the need for up-to-date DBS checks and obtaining two work-related references.

To apply for this role, please send a CV and cover letter outlining your suitability for this role to: **recruitment@sussexcricket.co.uk**

Applicants must have the Right to Work in the UK.

No agencies thank you

Closing date: 5pm on Friday 25th September. **Interviews:** w/c 5th October



Job Title: Early Engagement Programme Manager – Boys & Girls (U9s-U12s)

Reports to: Foundation Director

Hours: Full Time

Location: The County Ground, Hove, with hybrid working

Salary: Up to £35,000 depending on experience

Role Purpose

To manage & develop the Early Years Development Programme for boys & girls across U9s-U12s, linking into the Sussex Cricket County Pathway from U13, helping increase participation, improve access to the game and identifying new talent.

The role requires working closely with the Foundation Director, Professional Cricket Department, schools and the recreational cricket club network.

Responsibilities – Boys & Girls Early Years Development Programme Lead (U9s-U12s):

- To oversee the delivery of the Boys & Girls Early Years Development Programme for 9- to 12-year-olds, be lead coach of at least 1 area development programme.
- To help broaden the talent base and increase the connection between recreational clubs, schools and the talent pathway.
- To help increase diversity within the talent pathways.
- Build foundational competencies to enable players to perform to their maximum capability over time.
- To oversee the delivery of the U13-U15 Boys District Cricket Programme in conjunction and to dovetail with the Breaking Boundaries programme.
- To oversee delivery of the Pathway Hundred Competition.
- Manage and organise a team of coaches to deliver on boys & girls, winter & summer programmes.
- To plan, deliver and execute summer and winter programmes, across the areas, against budget agreed by Foundation Director.
- To deliver the programme against the 'Pathway Talent Development Framework criteria'.
- To ensure that the coaches working within the programme, are coaching in the 'Sussex Way' and have appropriate qualifications in place.
- Lead the selection process of each age group (boys & girls) in conjunction with each Area Programme Lead Coach.
- To identify exceptional players across both programmes and track their progression throughout the programme (three years) and feed this into U13 trial selection process.
- To work closely with Foundation Director, Director of Cricket, and the wider Professional Cricket Department to ensure objectives are met.
- To be main point of contact with the ECB Talent Pathway Inclusion Team and attend any meetings and/or training as and when required.
- To communicate effectively with the recreational cricket club & schools network and other key stakeholders

- To ensure good news stories are shared with the Foundation Digital Marketing Executive for publishing across Foundation channels.
- Set and review appropriate KPIs with all lead staff across both EEPs.
- To ensure a Play-Cricket site is used and updated on a regular basis for monitoring purposes.

Key Relationships:

Internal

- Foundation Director
- Foundation Management Team
- Sussex Cricket Foundation Trustees
- Professional Cricket Department
- Club Support Officers
- County Safeguarding Officer
- Sussex Cricket Ltd.

External

- Affiliated Clubs
- School Network – state & independent
- England and Wales Cricket Board
- Sponsors

Experience:

- An understanding and experience of working in a sport talent pathway
- Has experience of coaching both boys & girls
- Experience of leading projects/programmes, preferably in sport.
- Experience of managing a budget
- Understanding of relative age effect
- The ability to take an objective and strategic view of plans.
- Ability to influence.
- Ability to work independently and as part of a team
- Effective communication & IT skills
- Ability to build and maintain relationships with customers and stakeholders
- Highly organised approach to work, with attention to detail
- Ability to work under pressure using your own initiative
- Professional attitude and presentation.
- Collaborative approach to working
- Values-driven individual
- A positive approach and can-do attitude
- Computer literate and effective user of Excel, PowerPoint and other Microsoft programmes, digital systems and tools.
- Willingness to work evenings and weekends.
- Ability to travel independently between sites (Full valid driving licence and access to a car)

Qualifications:

- ECB Level 3 qualified coach or minimum UKCC Level 2, Core Coach with a commitment to completing an ECB Level 3 course in 12 months.
- Valid First Aid Certificate
- Valid Safeguarding & Protecting Children Certificate
- Valid DBS Certificate