



Academy Director/Head of Pathway

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

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.

Equal Opportunities

Sussex Cricket is committed to ensuring that all job applicants and colleagues 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.

For further information regarding Sussex Cricket, please visit 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 with your CV to: recruitment@sussexcricket.co.uk

Closing date for applications: **4pm on Thursday 28 October 2021**

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

No agencies thank you.



Job Description

Job title:	Academy Director/Head of Pathway
Reports to:	Performance Director
Hours:	Full-time with a requirement to fulfill duties in evenings and at weekends
Remuneration:	Competitive package plus 25 days' annual leave
Contract:	Full-time, permanent

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 DICE program players 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 particularly Oxfordshire Partnership and county junior squads.
- In conjunction with Performance Director 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 pathway squads

- To raise standard and skill levels of the county squads in conjunction with Academy assistant Coach 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
- Close working relationship with Oxfordshire Performance Manager and understanding of Oxfordshire academy and pathway staff and program content.

Planning and Organisation

- Organise and co-ordinate with Pathway Administrator all fixtures, umpires, pitches and balls
- Organise, run and coach the games
- Organise winter squad practice and plan a challenging and enjoyable programme in liaison with the Academy Assistant Coach and the Performance Director.
- 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 Performance Director and the Head Coaches any potential candidates for professional status
- Regularly communicate with the Performance 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 Performance Director to ensure clear direction is maintained throughout the department

Budgets

- Present to Performance Director and then agree 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/ Head of Pathway**

Essential Criteria	
1. Qualifications	
	UKCC3 coaching qualification or international equivalent (ideally working towards a UKCC4) Enhanced DBS First aid trained (current) Relevant safeguarding courses ECB Coaches Association member
2. Experience	
	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
3. Skills & Knowledge	
	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
4. Personal Qualities	
	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 Team-player who can motivate and inspire others to achieve excellence Professional attitude and appearance Positive approach and a “can-do” attitude Proactive approach to work Commitment to own and others’ professional development