



## Head Coach - Men's Professional 1<sup>st</sup> XI Team

Sussex Cricket is looking for an inspirational and values-driven Head Coach who has enjoyed a successful track record in leading and embedding a high-performance culture at first-class county cricket club or equivalent international level. The successful person will have proven success in creating a collaborative, supportive and inclusive team ethos (players and support team) at the appropriate level of professional cricket.

Strategically, Sussex Cricket is moving back to a single Head Coach role accountable for the performance of all three domestic formats. We are looking for a positive role model with a growth mindset and a winning mentality. The ideal person will be committed to supporting and developing the team to create an environment of self-belief.

The Head Coach we are looking for will be a resilient, emotionally-intelligent leader who is accustomed to being accountable for successful team outcomes. A person who is skilled and comfortable with communicating their expectations with honesty, empathy and clarity.

### Sussex Cricket Values

Selflessness Honesty Accessibility Respect Enjoyment Drive

### 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- protecting children, young people and vulnerable adults. As such, all coaching posts are subject to a process of vetting with the need for up-to-date DBS checks and the seeking of references.

To apply for this role, please send a CV and cover letter outlining how you meet the skills and successful track record required for this role to: [recruitment@sussexcricket.co.uk](mailto:recruitment@sussexcricket.co.uk)

Applicants must have the Right to Work in the UK. Sponsorship for overseas candidates will be considered.

**Closing date: 6 November 2022**

No agencies thank you





<b>Reports to:</b>	Performance Director
<b>Hours:</b>	Full-time with a requirement to work during evenings and weekends
<b>Remuneration:</b>	Competitive plus performance-related bonus
<b>Contract:</b>	Permanent, full-time
<b>Location:</b>	The 1 <sup>st</sup> Central County Ground, Hove with travel to away matches as per the cricket schedule

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### Role Purpose

- Develop and lead a high-performance culture to maximise the on and off-field success of the 1<sup>st</sup> XI men's team in all three domestic competitions (County Championship, T20, RL50).
- Inspire and lead the professional performance team (1<sup>st</sup> XI) in line with the key performance indicators (KPIs) set by the Professional Cricket Sub-Committee.
- Accountable for developing and leading a collaborative, supportive and inclusive environment where each player and member of the support team has clarity of expectation to maximise their success and self-belief.
- Work collaboratively with the Performance Director, players, team captains, specialist coaches and key support team members to create a high-performance environment (growth mindset and a winning mentality).
- Role model and proactively develop a positive, values-driven team ethos and inclusive environment.

### Key Accountabilities

- Lead and embed cultural change.
- Work collaboratively with the key members of the support team to optimise player fitness and injury rehabilitation.
- Demonstrate a commitment to equality, diversity and inclusion (EDI), in line with the ECB's and Sussex Cricket's EDI actions and personal KPIs.
- Provide clear, empathic, objective and honest feedback (players and support team) to support team success (e.g. player selection; player contract reviews).



- Consistently adhere to the relevant standards, rules and regulations, policies and procedures (Sussex Cricket and the ECB).
- Ensure the timely and accurate completion of key administration:
  - Scheduling for the winter programmes and summer pre-match practice (liaising with the Performance Director and other coaches).
  - Delivery of the pre-match information for the 1st X1 players (liaise with the Team Analyst).
  - Progress updates to the Board and Professional Cricket Committee when requested.
  - Provide input with recruitment and retention decisions involving both players and the coaching team.
  - Profiling of all the professional players in the squad in line with the ECB audit (Lead Physiotherapist and Sport Science team).
  - Fulfil all relevant requirements as per the County Partnership Agreement.
  - Deliver all professional players' end of season/ last year of contract reviews.
  - Clarity to the players in terms of their development needs to gain selection to the 1st X1 squad.
  - ECB annual audit requirements
- Any other reasonable and relevant duties as requested by the Chief Executive.

### Key Relationships

Professional Cricket Committee (set KPIs)  
Chief Executive Officer  
Performance Director  
Professional playing squad  
Professional Cricket Support Team  
Commercial Team (marketing, sponsorship and media)  
Groundstaff (pitches and practice areas)  
Leadership Team colleagues  
The Sussex Cricket Board of Directors



## Essential Criteria

<b>1. Qualifications</b>	
	<p>Minimum UKCC3 coaching qualification (although level 4 would be desirable) or international equivalent.</p> <p>Enhanced DBS.</p> <p>ECB Coaches Association member.</p>
<b>2. Experience</b>	
	<p>Proven success leading and embedding a high-performance culture at first-class county cricket club level or international equivalent.</p> <p>Successful track record of leading/coaching a professional cricket team.</p> <p>Demonstrable success of player development.</p>
<b>3. Skills &amp; Knowledge</b>	
	<p>Demonstrable successful track record of leading and embedding positive cultural change.</p> <p>A clear and honest communicator, with a willingness to have tough conversations.</p> <p>Effective time management skills.</p> <p>Proven track record in delivering success in KPIs.</p>
<b>4. Personal Qualities</b>	
	<p>Emotionally intelligent.</p> <p>Effective listener.</p> <p>Inclusive leader.</p> <p>Growth mindset and a winning mentality.</p> <p>A willingness to learn and develop own and others' skills.</p> <p>Values-driven.</p> <p>Priority for own and others' health and welfare needs.</p> <p>Commitment to keeping up-to-date with innovative coaching techniques and to proactively share knowledge.</p> <p>Collaborative and supportive approach.</p> <p>A team-player who can lead and inspire a team to winning ways.</p> <p>A positive and calm approach under pressure.</p>