



## Women & Girls Pathway Lead

We are looking for a Women & Girls Pathway Lead who will support the Director of Cricket in the organisation and running of the Sussex Cricket Pathway programme. The successful candidate will be responsible for identifying and assisting in the selection of all squads including the EPP, development of personal development plans for selected players and ensuring players are given every opportunity to achieve their full potential through well structured and relevant plans. They will also provide coaching support to Pathway players in their school/club environments, ensuring quality communication with stakeholders such as Director of Sports, Heads of Cricket and coaches.

The successful candidate should have the following qualifications/experience:

- ECB UKCC4/L3 coaching qualification (essential)
- First Aid trained (current)
- Enhanced DBS check (current)
- Relevant safeguarding courses (current)
- ECB Coaches Association member
- Excellent communication and interpersonal skills
- Strong organisational skills
- Excellent administrative skills, including IT skills Excellent time-management skills
- Proven successful track record in coaching and mentoring
- Clear understanding of the ECB pathway and coaching guidelines
- Creative approach to team-building

This role will require the successful candidate to be flexible and willing to work irregular working patterns in response to operational needs, this includes weekend and evening working.

### **Salary**

Circa £35,000 depending on experience.

**Closing date:** 28 January 2025

To apply, please send a covering letter setting out how you meet the requirements of the role with your CV to [sam.holder@sussexcricket.co.uk](mailto:sam.holder@sussexcricket.co.uk)



## **Sussex Cricket Limited**

### **Job Description**

**Job Title:** Women & Girls Pathway Lead

**Reports to:** Director of Cricket

**Location:** The 1st Central County Ground, Hove with travel around Sussex

**Hours:** Full time with a requirement to carry out work on weekends and evenings

**Contract:** Permanent

**Remuneration:** Competitive package

#### **Job Purpose**

- To support the Director of Cricket in the organisation and running of the Sussex Cricket Pathway programme.
- To identify and assist in the selection of all squads including the EPP.
- As assigned by the Director of Cricket, development of personal development plans for selected players. Ensure players are given every opportunity to achieve their full potential through well structured and relevant plans
- Provide coaching support to Pathway players in their school/club environments, ensuring quality communication with stakeholders such as Director of Sports, Heads of Cricket and coaches

#### **Performance Development Groups**

- Development of personal development plans for players
- Appoint, manage and review specialist coaches to deliver high quality support to all players in the Pathway.
- To identify, develop and review a wide talent pool of players from U11-U18 of the performance pathway
- Ensure that the Director of Cricket is provided with necessary information on players at all levels of the pathway; ensuring a growing talent pool and a quality base

#### **County, District and Area cricket programmes**

- To ensure that all representatives teams in the pathway are competitive, developing skills wise, becoming more cricket wise and players reviewed to a professional level
- Support county and area coaches in the performance coaching of players at all levels of the pathway as and when required
- Develop a strong and relevant review and feedback process for all coaches involved in the pathway; including developing a coaches CPD programme that allows for high quality development opportunities
- Support county and area head coaches with the selection process at each age group (selection based on potential and not just performance)
- To identify exceptional players in the pathway and track their progression through the programme using a quality review and feedback process
- Appointing, managing and reviewing coaches so they deliver a high-quality coaching



programme which is suitably managed

- To ensure the required standards of the professional game in Sussex are understood, adhered to, and regularly monitored
- To encourage a culture of fun, discipline, skill, participation and self-maintenance

### **Professional Playing Squad**

- Provide coaching support in the professional environment as requested by DOC and Women's Head Coach.

### **Key Tasks**

- Ensure that regular and open communication is a priority at all times
- Regular communication with the Women & Girls Head Coach on the programme; ensuring clear direction is maintained throughout the pathway
- Regularly communicate with the Women & Girls Head Coach on the programme, development of players, the review process and achievement of outlined goals
- Setting of budgets as required and manage programme(s) within the agreed budget with the Director of Cricket.
- To plan, deliver and execute summer/winter programmes as required
- To support coaches in the delivery of programmes against the 'what's expected criteria'
- To ensure that the coaches working within the programme, are coaching in the 'Sussex Way'
- Provide coaching and mentoring support to other coaches involved at all levels of the pathway

### **Planning and Organising**

- Oversee organisation including coaching teams, facilities and budgets
- Support other coaches in the organisation and coordination of all fixtures, umpires, pitches and balls with the Cricket Administrator.
- Organise, run and coach games as required
- Organise development days for squads as appropriate and within the budget
- Organise specialist coaches to provide a balanced programme
- To communicate content of all match programmes, training sessions with the Women & Girls Head Coach
- Any other duties as reasonably requested by the DOC and Women & Girls Head Coach



## Person Specification

<b>ESSENTIAL CRITERIA</b>	
<b>1. Qualifications</b>	
	ECB UKCC4/L3 coaching qualification (essential) First Aid trained (current) Enhanced DBS check (current) Relevant safeguarding courses (current) ECB Coaches Association member
<b>2. Experience</b>	
	Considerable experience in cricket coaching across the relevant age ranges at county and/or international level Demonstrable experience in relevant age group player development Proven success of developing young players within the player pathway of international organisations or professional cricket club(s) Experience of delivering sports education, coaching and training programmes in a professional sports environment Strong knowledge of Sussex Player Pathway and age group cricket
<b>3. Skills &amp; Knowledge</b>	
	Excellent communication and interpersonal skills Strong organisational skills Excellent administrative skills, including IT skills Excellent time-management skills Proven successful track record in coaching and mentoring Clear understanding of the ECB pathway and coaching guidelines Creative approach to team-building
<b>4. Personal Qualities</b>	
Values-driven Good clear communication skills with a welcoming manner A commitment to own and others' learning to ensure continuous improvement Willingness to learn and develop personal skills Ability to lead and inspire others; and to contribute to the overall success of the team and organisation as a whole Ability to influence stakeholders in a positive manner Team player whom can motivate and inspire others to achieve excellence Positive approach and a 'can-do' attitude Proactive approach to work Ability and willingness to contribute positively to a pleasant and friendly atmosphere throughout the organisation A willingness to work irregular working patterns as per the operational demands of the Programme.	

