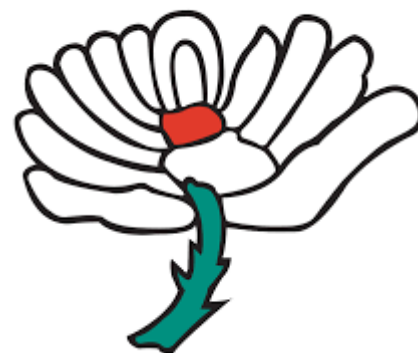


## JOB DESCRIPTION

The Yorkshire County Cricket Club



<b>Job Title:</b>	High Performance Coach
<b>Department</b>	YCCC - Cricket
<b>Reporting Line:</b>	Head of Performance Pathway
<b>Salary Band:</b>	C1 High Performance Coach
<b>Location</b>	Headingley Stadium, Leeds
<b>Employment Type</b>	Permanent - Full Time

### Department Overview

Yorkshire Cricket is one of the most successful clubs in the world and we are looking to further enhance the development of our age group players to achieve their potential and provide over supply of cricketers for Yorkshire and England.

We are delighted to be able to offer the role of a High-Performance Coach to work alongside our existing staff in the Boys Player Pathway. The Boys Pathway oversees the development of 700-cricketers across Yorkshire and includes the programmes of Regional, County Age Group, Emerging Players Programme and Academy from the ages of Under 9s – Under 18s.

### Vision

To provide an experience and structure that we are all proud of, where all are left with a long-lasting love of Cricket and Yorkshire CCC and where players can develop to be the best cricketer they can be.

### Objective

To have the best talent pathway in world cricket, that is Player-Centred and Feelgood

### Aims

- Create and maintain an over-supply of cricketers for our Pathway's with the ultimate goal of representing our senior teams and England.
- Develop players to the best of their ability and prepare them for the demands of elite sport - who are also great people, who love cricket and who are proud to play a "full role" in the Yorkshire cricket family
- Develop players who become highly skilled match winners that put the team first
- Provide a high level of support to enable players to be the best they can be on and off the pitch

- Develop every player to be the best cricketer they can be.
- Ensure players have a lifelong love of cricket and Yorkshire CCC.

Yorkshire Cricket operates equal opportunities and acceptable behaviour policies. We welcome and encourage applications from people from all communities - both nationally and locally, recognising that a diverse workforce is beneficial for the organisation and community it serves.

### Job Purpose

You will play an integral part of the Boys Performance Pathway and will assist with a variety of tasks ranging from assisting with selection during the winter to being a lead coach for one of our age group squads. Working alongside our existing Pathway's staff, you will be responsible for planning and providing the best possible coaching to our age groups in our highly successful Boys Pathway. Alongside this, you will also be responsible for managing our age group teams at matches and events during the cricket season. Although, based at Headingley Stadium, this role works all across Yorkshire and also requires travel to various other counties during the season.

### Key Responsibilities

Area	Responsibilities
Player Development	<ul style="list-style-type: none"> <li>• Coach on the Yorkshire County Cricket Club Academy, Performance Pathway, County Age Group (CAG) &amp; Development winter programme &amp; assist with selection, induction, coaching, monitoring &amp; reporting of players.</li> <li>• Lead Coach for a minimum of one CAG squad and plan all indoor and outdoor sessions, ensuring the coaching team (permanent and sessional coaches) are given advanced notice of the plan and their role within it.</li> <li>• To plan and evaluate sessions, events etc and be aware of any logistical issues.</li> <li>• Ensuring that each player is given regular feedback, 1-1 coaching / mentoring and is clear on their short/medium/long term goals.</li> <li>• Where required, assist 1<sup>st</sup> X1 &amp; 2<sup>nd</sup> X1 &amp; Academy coaching staff</li> </ul>
Player Identification	<ul style="list-style-type: none"> <li>• Liaising with the High-Performance Coach (Academy), the Head of Performance Pathway, professional coaching team, to assist on recommendations for Academy &amp; EPP recruitment.</li> <li>• Implementation of the scouting &amp; monitoring systems</li> <li>• Liaising with other High-Performance Coaches to establish recruitment and skill specific 'depth charts'.</li> </ul>
Development	<ul style="list-style-type: none"> <li>• In conjunction with the Head of Performance Pathway and other High-Performance Coaches to help assist on coach CPD content and sessions for pathway coaches.</li> </ul>
Equality, Diversity and Inclusion	<ul style="list-style-type: none"> <li>• Demonstrate, at all times, a commitment to equality, diversity and inclusion behaviours, decision-making and working practices</li> <li>• Advocate the values of safety, dignity, fairness, equality and respect</li> <li>• Contribute to the implementation of the YCCC EDI Plan</li> </ul>

Please note: This is not an exhaustive list and the role may be required to undertake additional roles and responsibilities as identified from time to time in order to meet the ongoing requirements of the company.

**Key Relationships / Stakeholders**

Head of Performance Pathway  
 YCCC Managing Director of Cricket  
 Academy Coach  
 High Performance Coaches  
 YCCC Specialist Coaches  
 EDI Manager  
 Community Talent Champions  
 YCCC Science & Medicine Staff  
 Physiotherapists  
 Performance Analyst  
 YCB Administrator(s)  
 Performance Pathway Operations Manager  
 Women and Girls Performance Manager & Coaches  
 Senior Safeguarding Officer  
 Regional Coaches  
 County Age Group Coaches

**Job Specification**

<b>Essential Criteria</b>	<b>M/C</b>
<ul style="list-style-type: none"> <li>• Minimum ECB Level 3 coaching qualification, or willing to work towards</li> </ul>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> <li>• A knowledge and understanding of junior and senior recreational cricket, and the ability to establish and maintain good working relationships with key personnel in clubs and schools</li> </ul>	<input type="checkbox"/>
<ul style="list-style-type: none"> <li>• Previous experience of being part of and coaching on successful County Programmes (or equivalent) or higher</li> </ul>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> <li>• Strong communication skills and verbal skills and a natural ability to engage with, motivate and influence a diverse range of people including groups and individuals.</li> </ul>	<input type="checkbox"/>
<ul style="list-style-type: none"> <li>• Good knowledge of IT systems, including Microsoft Excel and Word which will allow you to produce in depth reports</li> </ul>	<input type="checkbox"/>
<ul style="list-style-type: none"> <li>• Excellent time management and presentation skills</li> </ul>	<input type="checkbox"/>
<ul style="list-style-type: none"> <li>• Strong awareness and experience of a range of issues in relation to diversity and their impact on local communities with regard to accessing professional sport.</li> </ul>	<input type="checkbox"/>
<ul style="list-style-type: none"> <li>• An understanding and experience of delivering projects within an equity, diversity and inclusion framework.</li> </ul>	
<ul style="list-style-type: none"> <li>• An understanding of safeguarding and health &amp; safety relevant to the needs of the role</li> </ul>	
<b>Desirable Criteria</b>	
<ul style="list-style-type: none"> <li>• A preference to work &amp; specialise with batsmen and or seam bowlers, spin bowlers, wicket keepers or fielders</li> </ul>	
<ul style="list-style-type: none"> <li>• Able to mentor coaches within the County and Regional Programme</li> </ul>	
<ul style="list-style-type: none"> <li>• Experience of using video analysis</li> </ul>	
<ul style="list-style-type: none"> <li>• Knowledge and understanding of the professional game nationwide through to National and International level.</li> </ul>	
<ul style="list-style-type: none"> <li>• Personal qualities including energy and enthusiasm, professional rapport with staff, flexibility/adaptability, sense of humour and diplomacy</li> </ul>	

### Core Competencies

Time management	<input checked="" type="checkbox"/>	Ability to influence and negotiate	<input type="checkbox"/>
Attention to detail	<input type="checkbox"/>	Analytical skills	<input type="checkbox"/>
Confidentiality and discretion	<input type="checkbox"/>	Leadership skills	<input type="checkbox"/>
Interpersonal and communication skills	<input checked="" type="checkbox"/>	Initiative and proactive	<input type="checkbox"/>
Teamwork	<input checked="" type="checkbox"/>	Creativity and innovation	<input type="checkbox"/>
Flexibility and adaptability	<input checked="" type="checkbox"/>	Accountability	<input type="checkbox"/>
Able to work autonomously	<input type="checkbox"/>	Written communication	<input checked="" type="checkbox"/>

### Essential Certificates and Checks

Drivers License	<input checked="" type="checkbox"/>	Disclosure Barring Service Check	<input checked="" type="checkbox"/>
First Aid Qualification	<input checked="" type="checkbox"/>	ECB Coaching Qualification	<input checked="" type="checkbox"/>
ECB Safeguarding	<input checked="" type="checkbox"/>	ECBCA Membership	<input checked="" type="checkbox"/>