

JOB DESCRIPTION

The Yorkshire County Cricket Club



Job Title:	Senior Regional Talent Manager
Department	YCCC - Cricket Operations
Reporting Line:	Regional Director of Cricket
Salary Band:	Manager / Technical Specialist
Location	Headingley Stadium, Leeds
Employment Type	Temporary - Full Time

Department Overview

The Northern Diamonds are one of eight Regions within Women's Elite Domestic Structure, since its inauguration in 2020. Since 2020, we have launched our flagship senior side, made four out of the five finals in all competitions, culminating in a Lords final win in September 2022, in the Rachael Heyhoe-Flint Trophy. In addition, we have a dedicated regional academy and emerging player programmes, that afford accessible development opportunities to aspiring female cricketers allowing them to develop and become the best cricketers they can be.

Women's and girls' cricket has been transformed as part of an exciting strategy to Inspire Generations by connecting communities and improving lives through cricket, ensuring cricket is a game for all. As the game is growing, the demands and needs of the programme need to grow too, therefore, we are looking to grow our workforce with a Senior Regional Talent Manager.

Job Purpose

Reporting to the Regional Director of Cricket, the successful candidate will be a key member of the planning and implementation of the training and competition programmes for the Northern Diamonds Academy and other Counties.

Key Responsibilities

Area	Responsibilities
Talent Management	<ul style="list-style-type: none"> • Lead the Northern Diamonds Academy and influence Counties to plan for the development of players through programmes that value holistic and positive development experiences • Ensure that the delivery of all player programmes (Northern Diamonds Academy, County EPP, County Age Group) are aligned to the ECB Talent Development Framework to provide a joined up, game-wide approach to talent development • Support Counties in the region to ensure the effective management of talented players who are identified as having the potential to progress on to the EWCP to provide a collaborative and individualised approach to their programme delivery • Contribute to the development of a talent identification and recruitment strategy for the Region which aims to ensure programmes are accessible, broadens the player pool and drives diversity and inclusion • Ensure players develop personal excellence through relevant, individualised and outstanding learning and development experiences • Develop coaches and coaching within County age group programmes in the Region • Work with the RDoWC and Counties to ensure that match play and competition opportunities support talent development effectively for the Region
Academy management	<ul style="list-style-type: none"> • Work with the RDoWC and Counties to develop a robust communication plan across the Region to ensure collaboration in the delivery of talent development; this should include a plan for dialogue and engagement with parents • Take on a scouting role as part of the ECB Player Identification System • Monitor the effectiveness of the player pathway through established minimum quality standards • Undertake such duties, at the request of the RDoWC and the National Talent Manager, to support the ECB with delivery of the national talent pathway competition programme(s) • Keep up to date with best practice and expertise across the fields of talent development and attend ECB CPD events and meetings to support the drive for a world leading player pathway

People Management	<ul style="list-style-type: none"> • Model and advocate company vision and values • Make and communicate decisions clearly, be accountable for those decisions and empower team members to make good decisions in their areas of responsibility • Motivate and engage team members by setting and maintain clear standards and expectations • Model and implement all relevant policies and procedures. • Model and implement effective communication within team and across the company
Equality, Diversity and Inclusion	<ul style="list-style-type: none"> • Demonstrate, at all times, a commitment to equality, diversity and inclusion behaviours, decision-making and working practices • Advocate the values of dignity, fairness, equality and respect

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

- Regional Director of Womens Cricket
- S&C Coaches, Physiotherapists
- Psychologists
- Regional Talent Manager
- ECB National Talent Manager
- Fellow Senior Regional Talent Managers
- Cricket Department

Job Specification

Essential Criteria	M/C
Qualified to at least ECB Level 3 (Advanced Coach)	<input checked="" type="checkbox"/>
Demonstrable experience and expertise in the areas of talent identification and development.	<input checked="" type="checkbox"/>
Experience of organising, planning, programming, and monitoring of individualised player development plans	<input type="checkbox"/>
Knowledge of the ECB Talent Development Framework and/or alternative NGB frameworks	<input type="checkbox"/>
An understanding of safeguarding and health & safety relevant to the needs of the role	<input type="checkbox"/>
Experience of managing complex projects with multiple stakeholders	
Excellent IT skills with competent ability using Microsoft Office programmes	<input type="checkbox"/>
An understanding and experience of working within an equity, diversity and inclusion framework including inclusive learning practices	<input type="checkbox"/>
Desirable Criteria	
A degree in Sports Science, Coaching or a relevant field	<input type="checkbox"/>
Experience of scouting and selection processes	<input type="checkbox"/>
Experience of Coach Development	<input type="checkbox"/>

Core Competencies

Time management	<input type="checkbox"/>	Ability to influence and negotiate	<input type="checkbox"/>
Attention to detail	<input type="checkbox"/>	Analytical skills	<input checked="" type="checkbox"/>
Confidentiality and discretion	<input type="checkbox"/>	Leadership skills	<input checked="" 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 type="checkbox"/>	Accountability	<input type="checkbox"/>
Able to work autonomously	<input checked="" type="checkbox"/>	Written communication	<input 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"/>		