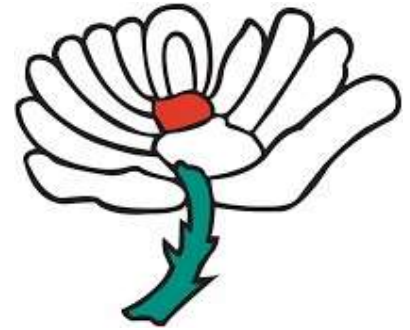


## JOB DESCRIPTION

Yorkshire Cricket Board



<b>Job Title:</b>	Head of Women & Girls Cricket
<b>Department</b>	YCB
<b>Reporting Line:</b>	Director of Recreational Cricket
<b>Salary Band:</b>	4 Head of Department
<b>Location</b>	Headingley, with remote working
<b>Employment Type</b>	Permanent - Full Time (35 hours per week)

### Organisational Overview

Yorkshire Cricket works to promote all forms of the game within the historic county of Yorkshire.

We have established deep partnerships across the county, collaborating with other agencies and organisations to support a lifelong love of the game through our diverse communities in a way that's meaningful to them, whether on the pitch or off, and driving positive impact in the process. Over 700 clubs and teams are affiliated to us, and every weekend over 1,800 senior recreational teams and 1,100 junior recreational teams across Yorkshire play the game, highlighting just how integral cricket is to the fabric of life for people throughout the county.

### Department Overview

The department is responsible and accountable for the participation, growth and sustainability of women and girls' cricket across Yorkshire. Currently there are:

127 Womens Clubs, 189 Womens Teams, 68 Girls Clubs and 113 Girls Teams across Yorkshire. With 26% of National Programmes participants being girls.

The department are responsible for ensuring that the implementation of the ECB County Partnership Agreement Plan for women and girls is achieved. Working within League, Club, School and Community cricket to ensure that cricket becomes the most inclusive team sport.

### Role Purpose:

#### **This role is not a delivery role.**

Aligned to the department responsibilities the Head of Women and Girls is responsible in ensuring the growth and sustainability of women and girls' cricket across Yorkshire. We have recently set two ambitions in the women and girls space, they are;

350 girls teams by 2026  
 1000 women and girls teams by 2029

The Head of Women and Girls will play a key role in strategically leading and achieving our ambition. They will work alongside the Yorkshire Family to help bring this ambition to reality. The role will also manage the Women and Girls Development Managers, and identify/shape how working with the Director of Recreational Cricket we can develop the game for women and girls across Yorkshire.

### Key Responsibilities

Area	Responsibilities
Lead	<p>Management of women and girls cricket development managers</p> <p>Responsible for the strategic oversight of women and girls cricket across Yorkshire</p> <p>Regularly report on women and girls progress and growth to the Director of Recreational Cricket the YCB Board and partners</p> <p>Identify and create new strategic opportunities for the women and girls game across Yorkshire</p> <p>Identify and create opportunities and relationships to generate income utilising the power and reach of our local and corporate network partners.</p>
Growth & Development Across Yorkshire	<p>Understanding women and girls motivations for being physically active</p> <p>To develop suitable and accessible playing offers for women and girls</p> <p>Produce a strategy for tackling the biggest barriers to female participation; lack of players, volunteers and facilities</p> <p>Celebrate the women's game, creating reward and recognition opportunities and inspiring our volunteers to drive the girl's game</p>
Participation	<p>Oversee and manage the insight data from All Stars Cricket &amp; Dynamos Cricket to enable further growth in the girls' game.</p> <p>Providing support to clubs, and community groups who are developing with women and girls to ensure sustainable and sustained growth.</p> <p>Work together with the Yorkshire Cricket Board team to identify possible opportunities in Club, School and Community cricket.</p>
People Management	<p>Model and advocate company vision and values</p>

	<p>Make and communicate decisions clearly, be accountable for those decisions and empower team members to make good decisions in their areas of responsibility</p> <p>Motivate and engage team members by setting and maintain clear standards and expectations</p> <p>Model and implement all relevant policies and procedures</p> <p>Model and implement effective communication within team and across the company</p>
Safeguarding	<p>Demonstrate, at all times, a commitment to safeguarding children and adults</p> <p>Contribute to the implementation of the Yorkshire Cricket Safeguarding policy</p> <p>Report any safeguarding concerns in accordance with Yorkshire Cricket's Safeguarding Report Management Procedure</p>
Equality, Diversity and Inclusion	<p>Demonstrate, at all times, a commitment to equality, diversity and inclusion behaviours, decision-making and working practices</p> <p>Advocate the values of safety, dignity, fairness, equality and respect</p> <p>Contribute to the implementation of the Yorkshire EDI Plan</p>

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

Yorkshire CCC, Yorkshire Cricket Foundation and Northern Diamonds (Yorkshire Family)  
 Recreational Cricket Leagues and Clubs  
 Cricket Development Organisations and Groups  
 English Cricket Board (ECB)  
 Northern Diamonds  
 Active Partnerships  
 Local and National Charity Organisations

#### Job Specification

Essential Criteria	M/C
A minimum 3 years working in either the sport development, sport for good or community development industry	<input checked="" type="checkbox"/>
A strong understanding of the motivations for women and girls to be physically active	<input checked="" type="checkbox"/>
Experience of building impactful strategic relationships	<input checked="" type="checkbox"/>
Experience of managing and developing a team internally, and continued development of a wider group of people	<input checked="" type="checkbox"/>

Demonstrable experience and/or commitment to delivering the values of YCCC's EDI Plan	<input checked="" type="checkbox"/>
<b>Desirable Criteria</b>	
An understanding of the current cricket landscape for women and girls	
Understanding the opportunities around income generation within sport and community development	

### Core Competencies

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

### Essential Certificates and Checks

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