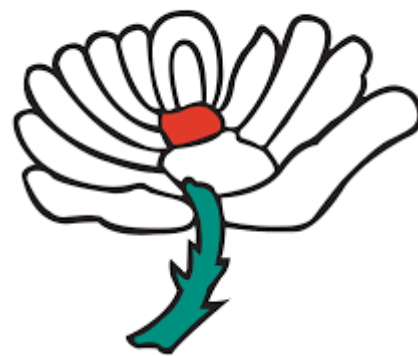


## JOB DESCRIPTION

Yorkshire County Cricket Club



<b>Job Title:</b>	Head Coach – Women
<b>Department</b>	YCCC - Cricket
<b>Reporting Line:</b>	Director of Cricket
<b>Salary Band:</b>	C7 Head Coach
<b>Location</b>	Headingley Cricket Ground
<b>Employment Type</b>	Temporary - Full Time

### Department Overview

The growth of women and girls' cricket in the county is at the heart of The Yorkshire County Cricket Club's vision for the future.

Yorkshire's is on a mission to create a thriving recreational scene, the best girls pathway in the county and a professional team that wins silverware at the highest level; able to inspire future generations to love the game.

Yorkshire has a proud history of producing the best players for England and this is no different in the women's game. Yorkshire will invest heavily in its professional women's team in 2025 to ensure that come 2026, Yorkshire is able to reclaim its rightful place as the leading, most successful county in English cricket.

In 2025, Yorkshire is aiming to engage 15 professional players on competitive contracts, supported by a world-class team of coaches and support staff. The Yorkshire women's team will benefit from the highest standards of facilities and a performance programme that ensures Yorkshire continue to lead the country in the emergence of the women's game, both in 2025 and beyond.

### Job Purpose

The Head Coach – Women will proactively shape the culture and environment of The Yorkshire County Cricket Club women's team to implement the strategy of high-performance and sustainable success aligned to Club's vision, mission statement and values.

### Key Responsibilities

Area	Responsibilities
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Coaching and management	<ul style="list-style-type: none"> <li>- Management of The Yorkshire County Cricket Club women’s coaching team and support staff</li> <li>- Selection of team in conjunction with the captain and Director of Cricket</li> <li>- Provide recommendations of player contracts to the Director of Cricket</li> <li>- Organise and oversee all practice and preparation to ensure optimum performance</li> <li>- Prepare and implement winter and pre-season programmes</li> <li>- Provide match day tactical support to all players including the sourcing of key information on opponents and players to develop team plans and strategies</li> <li>- Direct the performance analyst in providing the necessary data and information to inform match day preparation, post-match reviews, player development plans and setting performance KPIs</li> <li>- Support the deployment of coaching support across the women’s programme and provide coaching services to the programme as required</li> <li>- Manage all player disciplinary and grievance matters in accordance with ECB and Club policies and procedures</li> <li>- Submit a comprehensive, constructive and effective team report at the conclusion of each season to the Director Cricket</li> </ul>
Player development and wellbeing	<ul style="list-style-type: none"> <li>- Develop, implement and monitor individual development programmes for each player in conjunction with the coaches and management team</li> <li>- Work with coaching team to support the development of emerging talent in the Academy and EPP programme</li> <li>- Develop and oversee strategies to ensure the smooth transition of Academy and EPP players into the senior squad in liaison with Safeguarding team</li> <li>- Work closely with multi-disciplinary Science and Medicine team to improve the fitness, availability and wellbeing of all players throughout the season</li> <li>- Manage the workload of players to ensure high quality performances throughout the season</li> <li>- Ensure the implementation of the Club’s performance management system for each player, coaching staff and support staff ensuring feedback, KPIs and development goals are addressed and monitored effectively</li> <li>- Liaise with ECB in relation to England representative player availability and development</li> </ul>
Culture	<ul style="list-style-type: none"> <li>- In liaison with players, staff and Director of Cricket set performance goals and objectives for the team and continuously review and monitor to ensure that those goals are met</li> <li>- Create an environment in which players prepare and perform to the highest standard of professional cricket, both on-and-off the pitch</li> <li>- Monitor and implement a dressing room culture that is aligned to the Club’s vision, values and EDI principles</li> </ul>

	<ul style="list-style-type: none"> <li>- Work closely with the captain to ensure consistency of messaging and provide leadership and direction to the players and management team in order to meet performance goals</li> <li>- Promote the interests of and assist in creating a positive image of The Yorkshire County Cricket Club both on-and-off the field</li> <li>- Support a culture of player development and compliance including player participation in relevant training and development programmes</li> </ul>
Operations	<ul style="list-style-type: none"> <li>- Act as a primary point of contact with umpires on all matters related to the Spirit of the Game, regulations and conduct at matches</li> <li>- Work closely with Operations team to prepare a schedule of team activities including the training and match schedule, and ensure players and management are aware of events both on-and-off the field</li> <li>- Support the identification of facility requirements associated with the training and match schedule</li> <li>- Support the Director of Cricket in delivering the women's programme aligned to the annual budget</li> <li>- Liaise with the Director of Cricket in the identification of team equipment requirements</li> <li>- Attend management meetings as required</li> <li>- Be available to speak to media as required</li> </ul>
People Management	<ul style="list-style-type: none"> <li>- Model and advocate company vision and values</li> <li>- Make and communicate decisions clearly, be accountable for those decisions and empower team members to make good decisions in their areas of responsibility</li> <li>- Motivate and engage team members by setting and maintain clear standards and expectations</li> <li>- Model and implement all relevant policies and procedures</li> <li>- Model and implement effective communication within team and across the company</li> </ul>
Safeguarding	<ul style="list-style-type: none"> <li>- Demonstrate, at all times, a commitment to safeguarding children and adults</li> <li>- Contribute to the implementation of the Yorkshire Cricket Safeguarding policy</li> <li>- Report any safeguarding concerns in accordance with Yorkshire Cricket's Safeguarding Report Management Procedure</li> <li>- Ensure a safe and enjoyable environment is maintained, at all times, in line with Yorkshire Cricket's Safeguarding Guidance</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.

<b>Key Relationships / Stakeholders</b>
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Executive team  
 Cricket Advisory Board  
 England and Wales Cricket Board  
 Umpires and match officials  
 Competition coaches and players  
 Media

### Job Specification

Essential Criteria	M/C
Minimum ECB Level 3 coaching qualification or equivalent	<input type="checkbox"/>
Demonstrable success as a cricket coach at a professional domestic or international level	<input type="checkbox"/>
Demonstrable experience having developed elite level and aspiring elite level players over a sustained period of time	<input type="checkbox"/>
Excellent planning, coordination and organisational skills	<input type="checkbox"/>
Knowledge of women's cricket with a strong vision for development of the professional game at the Club and across Yorkshire	<input type="checkbox"/>
Demonstrable experience and/or commitment to delivering the principles of the Club's EDI strategy	<input type="checkbox"/>
<b>Desirable Criteria</b>	
Previous experience as a senior coach in women's cricket	<input type="checkbox"/>

### Core Competencies

Time management	<input type="checkbox"/>	Ability to influence and negotiate	<input checked="" type="checkbox"/>
Attention to detail	<input type="checkbox"/>	Analytical skills	<input 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 checked="" type="checkbox"/>
Able to work autonomously	<input 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 type="checkbox"/>	ECB Coaching Qualification	<input checked="" type="checkbox"/>
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