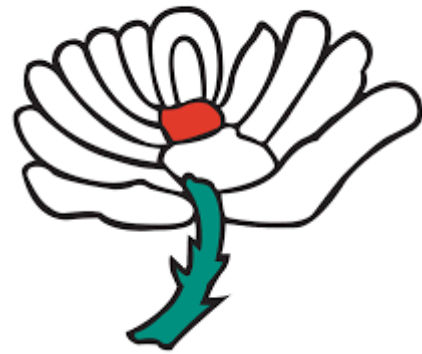


JOB DESCRIPTION

Yorkshire County Cricket Club



Job Title:	High Performance Coach
Department	YCCC - Pathway
Reporting Line:	Head of Talent Pathway
Salary Band:	High Performance Coach
Location	Headingley
Employment Type	Permanent - Full Time

Department Overview

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 Yorkshire 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
- Provide a high level of support to players to into other careers not everyone will be a professional cricketer

Job Purpose

In this role you will advance the development of players within the County Age Group Programme and ensure high quality player development programmes are in place. This role is responsible for the delivery of coaching as part of the Early Engagement and County Age Group pathway. In addition, this role will support with the delivery of the Emerging Player Programme and Academy Programme where applicable, as set-out by the Head of Talent Pathway & Academy Coach. The overarching aim of this role is to contribute to and develop players to reach their highest potential and create an oversupply of cricketers for Yorkshire and England.

Key Responsibilities

Area	Responsibilities
Player Development	<ul style="list-style-type: none">• Providing feedback and support to athletes• Create and review player IDPs.• Input into selection decisions (e.g., attend trials and take part in selection decisions post-trial)• Encourage players to reflect on own/team performance to develop their understanding.• Assist with short, medium and long term goal setting to ensure peak performance at the right times• Lead the planning, development, monitoring and delivery of individualised and holistic development programmes for players.• Plan and evaluate CAG programme (winter & summer)• Ensure high-levels of regular in-depth feedback and case conferences are covered across the CAG Programme.
Coaching	<ul style="list-style-type: none">• Provide high quality coaching to squad, small group and one to one coaching sessions in accordance the programme delivery• Provide high quality coaching interventions to County Talent Pathway individuals/teams, as agreed with Head of Talent Pathway (Academy, EPP & County Age Group)• Lead in the delivery of County Age Group teams, matches and ensure the squad are well equipped for success on and off the field.• Support with the delivery of the professional men and women squads and in other areas when required and as directed by Head of Talent Pathway & General Manager of Cricket• Support the Academy Coach and Head of Talent Pathway to assist with transitions from CAG to EPP and Academy Programmes• Liaise with the wider multi-disciplinary team to deliver tailored coaching for the individual
Player Identification	<ul style="list-style-type: none">• Work with the Head of Talent Pathway to establish recruitment and skill specific depth-charts for future Academy (also working with Pathway Coaches designated to lead on EPP)

Personal Development	<ul style="list-style-type: none"> • Stay up to date with new and developing coaching practices; • Work with colleagues to co-create and own an individual development plan; • Develop and use coping strategies e.g. resilience in high pressure situations, and role models these for players; • Demonstrate the ability to critically reflect in support of own learning and development.
Culture	<ul style="list-style-type: none"> • Support the Head of Talent Pathway and working alongside of coaches to set objectives for the Academy and holistic Pathway goals • Support the Head of Talent Pathway to create a culture that is aligned to the Club's vision, values and EDI principles • Proactively assist the creation of an environment where players prepare and perform to the highest standard • Proactively monitor and implement a dressing room culture that is aligned to the Club's vision, values and EDI principles • Promote the interests and assist in creating a positive image of The Yorkshire County Cricket Club both on-and-off the field
Safeguarding	<p>As part of YCCC's commitment to providing a safe environment for children and adults at risk, the Club requires all staff in child, young person and 'adult at risk' facing roles:</p> <ul style="list-style-type: none"> • To be clear about their own and the Club's responsibilities when running activities for these groups; • Demonstrate, at all times, a commitment to safeguarding children and adults; • Appreciate the barriers to reporting and create an environment where people feel safe to speak out; • Contribute to the implementation of the Yorkshire Cricket Safeguarding policy; • Report any safeguarding concerns in accordance with Yorkshire Cricket's Safeguarding Report Management Procedure; • Understand and promote staff and players code of conduct; To monitor repeated incidents of poor behaviour and liaise with the Safeguarding Team.
Health & Safety	<ul style="list-style-type: none"> • To be clear about their own and the Club's health and safety responsibilities when running events and activities; • Conduct risk assessments relevant to their role, where required; • Contribute to the implementation of the Yorkshire Cricket Health & Safety policy; • Report any accident, injury and 'near-miss' incidents in line with the Yorkshire Cricket Health & Safety Procedure.
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

Internal

YCCC Head of Talent Pathway
YCCC General Manager of Cricket
YCCC Professional Coaching staff
YCCC Academy Coach (Boys & Girls)
YCCC Pathway Coaches
YCCC Operations Manager
YCCC Science and Medicine Team

External

PCA Personal Development Manager
ECB National Talent Manager
ECB Young Lions Head Coach
ECB Scouts
Schools & Clubs Stakeholders

Job Specification

Essential Criteria	M/C
ECB Level-3 Coaching Qualification or an ECB Level-2 Coaching Qualification with a willingness to work towards an ECB Level-3 Coaching qualification	<input checked="" type="checkbox"/>
Demonstrable experience of delivering high quality coaching within an high performance environment	<input checked="" type="checkbox"/>
A knowledge and understanding of the requirements of a Talent Pathway environment	<input type="checkbox"/>
Excellent Time Management & Ability to work under pressure	<input type="checkbox"/>
Good knowledge of IT Systems including Microsoft Word, Excel and PowerPoint, to produce Depth Charts, Reports and PDPs	<input type="checkbox"/>
Demonstrable experience / or commitment to working with a safeguarding framework	<input type="checkbox"/>
Demonstrable experience / or commitment to delivering the principles of the Club's EDI strategy	
Desirable Criteria	
Experience and exposure to a talent pathway environment either as a player or coach	
Experience of working in collaboration with Science and Medicine Team	

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 checked="" 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 type="checkbox"/>

Essential Certificates and Checks

Drivers License	<input checked="" type="checkbox"/>	Disclosure Barring Service Check	<input checked="" type="checkbox"/>
ECB Level-2 Coaching Qualification	<input checked="" type="checkbox"/>	Emergency First Aid	<input checked="" type="checkbox"/>
ECB Safeguarding Modules	<input checked="" type="checkbox"/>	ECBCA Member	<input checked="" type="checkbox"/>