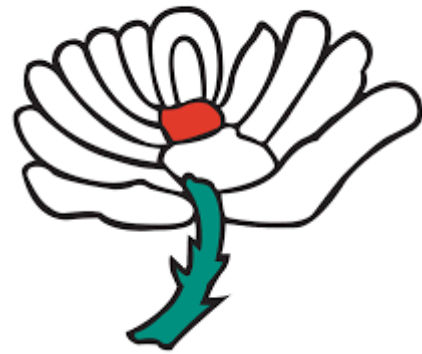


## JOB DESCRIPTION

Yorkshire County Cricket Club



<b>Job Title:</b>	Academy Coach (Boy's Pathway)
<b>Department</b>	YCCC - Pathway
<b>Reporting Line:</b>	Head of Talent Pathway
<b>Salary Band:</b>	C2 - Academy / Senior High-Performance Coach
<b>Location</b>	Headingley Cricket Ground
<b>Employment Type</b>	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 move into other careers not everyone will be a professional cricketer

### Job Purpose

The Academy Coach will lead the delivery of the Academy Programme, to provide high quality coaching to develop the highest potential players and create oversupply of cricketers for Yorkshire and England. In this role you will advance the development of players within the Academy Programme and ensure high quality player development programmes are in place.

### Key Responsibilities

Area	Responsibilities
Player Development	<ul style="list-style-type: none"><li>- Lead the planning, development, monitoring and delivery of individualised and holistic development programmes for Academy Players.</li><li>- Provide high quality coaching interventions to County Talent Pathway individuals/teams, as agreed with Head of Talent Pathway this across (Academy, EPP &amp; County Age Group)</li><li>- Plan and evaluate Academy programme (winter &amp; summer)</li><li>- Ensure high-levels of regular in-depth feedback and case conferences are covered across the Academy Programme.</li><li>- Work with sport, science and medicine team to assist player development.</li></ul>
Player Identification	<ul style="list-style-type: none"><li>- Work with General Manager of Cricket &amp; Head of Talent Pathway to assist on recommendations for Junior Pro Contracts</li><li>- 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)</li></ul>
Coaching	<ul style="list-style-type: none"><li>- Providing high quality coaching to squad, small group and one to one coaching sessions in accordance the programme delivery</li><li>- Assist with the preparation of winter and pre-season programmes</li><li>- Lead in the delivery of Academy matches and ensure the squad are well equipped for success on and off the field</li><li>- Lead the planning, development, monitoring and delivery of individualised and holistic development programmes for Academy Players.</li><li>- Support with the delivery of the 1<sup>st</sup> XI and 2<sup>nd</sup> XI and in other areas when required and as directed by Head of Talent Pathway &amp; General Manager of Cricket</li><li>- High quality working relationship with the 2<sup>nd</sup> XI Coach to aid and assist transitions from Academy to 2<sup>nd</sup> XI.</li></ul>
Personal Development	<ul style="list-style-type: none"><li>- Stay up to date with new and developing coaching practices;</li><li>- Work with colleagues to co-create and own an individual development plan;</li><li>- Develop and use coping strategies e.g. resilience in high pressure situations, and role models these for players;</li><li>- Demonstrate the ability to critically reflect in support of own learning and development.</li></ul>
Culture	<ul style="list-style-type: none"><li>- Support the Head of Talent Pathway and working alongside of coaches to set objectives for the Academy and holistic Pathway goals</li></ul>

	<ul style="list-style-type: none"> <li>- Support the Head of Talent Pathway to create a culture that is aligned to the Club's vision, values and EDI principles</li> <li>- Proactively assist the creation of an environment where players prepare and perform to the highest standard</li> <li>- Proactively monitor and implement a dressing room culture that is aligned to the Club's vision, values and EDI principles</li> <li>- Promote the interests and assist in creating a positive image of The Yorkshire County Cricket Club both on-and-off the field</li> </ul>
Safeguarding	<ul style="list-style-type: none"> <li>- Deliver a coaching framework which aligns to YCCC's commitment to providing a safe environment for children and adults at risk;</li> <li>- To be clear about their own and the Club's responsibilities when running activities for these groups;</li> <li>- Demonstrate, at all times, a commitment to safeguarding children and adults;</li> <li>- Appreciate the barriers to reporting and create an environment where people feel safe to speak out;</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>- Understand and promote staff and players code of conduct; To monitor repeated incidents of poor behaviour and liaise with the Safeguarding Team.</li> </ul>
Health & Safety	<ul style="list-style-type: none"> <li>- To be clear about their own and the Club's health and safety responsibilities when running events and activities;</li> <li>- Conduct risk assessments relevant to their role, where required;</li> <li>- Contribute to the implementation of the <b>Yorkshire Cricket Health &amp; Safety policy</b>;</li> <li>- Report any accident, injury and 'near-miss' incidents in line with the <b>Yorkshire Cricket Health &amp; Safety Procedure</b>.</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 dignity, fairness, equality and respect</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

##### Internal

YCCC Head of Talent Pathway

YCCC Professional squad coaching staff (Head Coach (Mens & Womens), 2<sup>nd</sup> XI Head Coach, Women's Academy Coach)

YCCC General Manager of Cricket

YCCC Pathway Coaches and Pathway's Operations Manager

YCCC Science and Medicine staff (Head of Science & Medicine, Pathway Strength & Conditioning Coach and Physiotherapist)

#### 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
Minimum ECB Level 3 coaching qualification or equivalent	<input checked="" type="checkbox"/>
Demonstrable success as a cricket coach in a talent pathway or professional game	<input checked="" type="checkbox"/>
Demonstrable experience of having developed aspiring elite level players over a sustained period of time and experience of overseeing a players transition from the talent pathway to the professional game	<input type="checkbox"/>
Experience of working in collaboration with Science and Medicine Team and a good understanding of the bodies physical development during the ages of 15-18	<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	
Demonstrable experience / or commitment to delivering the principles of the Club's EDI strategy	
<b>Desirable Criteria</b>	
ECB Specialist Coach Course or equivalent	
Experience of using Video Analysis to aid and assist Player Development and Identification	
Previous experience of helping develop players to participate in England youth squads and England Lions	
Able to mentor coaches within Early Engagement and County Age Group programmes	

### Core Competencies

Time management	<input type="checkbox"/>	Ability to influence and negotiate	<input 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 type="checkbox"/>
Interpersonal and communication skills	<input type="checkbox"/>	Initiative and proactive	<input type="checkbox"/>
Teamwork	<input checked="" type="checkbox"/>	Creativity and innovation	<input checked="" type="checkbox"/>
Flexibility and adaptability	<input 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 3 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"/>