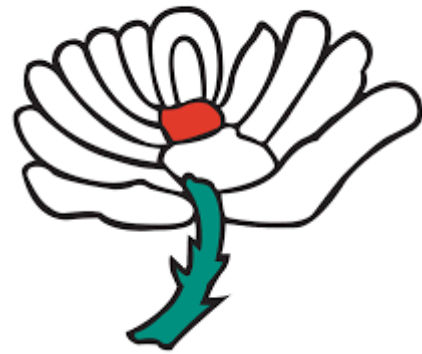


JOB DESCRIPTION

Yorkshire County Cricket Club



Job Title:	YCCC Pathway Coach
Department	YCCC - Cricket
Reporting Line:	Head of Performance Pathway
Employment Type	Temporary - Casual

Department Overview

Yorkshire Cricket is one of the most successful clubs in the world and we are looking to further enhance the development of our age group players to achieve their potential and provide over supply of cricketers for Yorkshire and England.

We are delighted to be able to offer the role of Pathway Coach, to work alongside our full-time staff in the Player Pathway. This role is a fantastic opportunity for a passionate and skilled cricket coach to join our highly successful and forward-thinking Pathway at The Yorkshire County Cricket Club.

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, 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

Job Purpose

You will be an integral part of the Performance Pathway and will assist with a variety of tasks. Working alongside our full-time Pathway staff, you will be responsible delivering the best possible coaching to our age groups in our highly successful Pathway.

Working alongside the rest of the team, you will assist with delivering our programmes, regularly monitor the performance of players and help with the coaching across the winter months as well as facilitating and coaching during the summer match-play programme.

Alongside this, you may also be responsible for managing our Regional and EEP age group teams at matches and events during the cricket season. This role works all across of Yorkshire and also requires travel to various other counties during the season.

Key Responsibilities

Area	Responsibilities
Player Development & Coaching Responsibilities	<ul style="list-style-type: none">• Work collaboratively with all within the programme to deliver high quality coaching sessions throughout the winter and coach representative Yorkshire Pathway teams in the summer.• Ensure coaching aligns with the goals and aims of the Pathway and promotes long-term development throughout the age groups, with a development-first ethos designed to challenge players - not to just win games.• Provide detailed and knowledgeable insights through various coaching methods to aid the development of players.• Communicate with parents and players around games and selection and manage a team environment, as well as helping to facilitate this within the winter programme.• Plan and evaluate sessions, events etc and be aware of any logistical issues.• Ensuring that each player is given regular feedback, 1-1 coaching / mentoring and is clear on their short/medium/long term goals.• Where required, assist High-Performance coaches at required levels.
Player Identification	<ul style="list-style-type: none">• Where required, scouting, assessing and advising on the selection of squads, in line with the YCCC Performance Framework.• Implementation of the scouting & monitoring systems• Liaising with High-Performance Coaches to establish recruitment and skill specific 'depth charts'.
Development	<ul style="list-style-type: none">• In conjunction with the Head of Performance Pathway and High-Performance Coaches, engage with and collaboratively work on coach CPD content and sessions with other pathway coaches.
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;

	<ul style="list-style-type: none"> • Appreciate the barriers to reporting and create an environment where people feel safe to speak out; • 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.
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 safety, dignity, fairness, equality and respect • Contribute to the implementation of the YCCC EDI Plan

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

Head of Performance Pathway
Performance Pathway Operations Manager
High Performance Coaches
YCCC Specialist Coaches
EDI Manager
Community Talent Champions
Safeguarding Officer(s)

Job Specification

Essential Criteria	M/C
• Minimum ECB Level 2 coaching qualification.	<input checked="" type="checkbox"/>
• A knowledge and understanding of junior and senior recreational cricket, and the ability to establish and maintain good working relationships with key stakeholders	<input checked="" type="checkbox"/>
•	<input type="checkbox"/>
• Strong communication skills and verbal skills and a natural ability to engage with, motivate and influence a diverse range of people including groups and individuals.	<input checked="" type="checkbox"/>
• Good knowledge of IT systems, including Microsoft Excel and Word which will allow you to produce in depth reports	<input type="checkbox"/>
• Excellent time management skills	<input type="checkbox"/>
• Strong awareness and experience of a range of issues in relation to diversity and their impact on local communities with regard to accessing professional sport.	<input type="checkbox"/>
• An understanding and experience of delivering projects within an equity, diversity and inclusion framework.	
• An understanding of safeguarding and health & safety relevant to the needs of the role	
Desirable Criteria	
• ECB Level 3 or 4 coaching qualification.	
• Knowledge and understanding of the professional game nationwide through to National and International level.	
• Personal qualities including energy and enthusiasm, professional rapport with staff, flexibility/adaptability, sense of humour and diplomacy	
• Previous experience of working within and/or a good understanding and knowledge of the YCCC Pathway.	

<ul style="list-style-type: none"> • Previous experience of working with various age groups, as well as working within both boys and girls Pathways. 	
---	--

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 type="checkbox"/>
Confidentiality and discretion	<input checked="" 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 checked="" type="checkbox"/>
Able to work autonomously	<input type="checkbox"/>	Written communication	<input checked="" 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"/>	ECB Coaching Qualification	<input checked="" type="checkbox"/>
ECB Safeguarding	<input checked="" type="checkbox"/>	ECBCA Membership	<input checked="" type="checkbox"/>