



**EARLY ENGAGEMENT LEAD  
(BOY'S PATHWAY)  
CANDIDATE PACK**

THE YORKSHIRE  
COUNTY CRICKET CLUB



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THE YORKSHIRE COUNTY CRICKET CLUB LIMITED IS ONE OF THE MOST SUCCESSFUL CLUBS IN THE WORLD.

Established over 160 years ago, famed for its history, tradition and passion, Yorkshire cricket is renowned throughout the world.

No other county in the history of the game has won more trophies or produced more players for England.

The Club owns one of the premier international cricket venues, which has hosted some of the most iconic matches in the history of cricket.

# Vision

Changing the lives through the power of cricket

## Mission Statement

We will put cricket at the heart of Yorkshire, inspiring all generations to connect with the game. From the iconic Headingley and into our communities, building on our heritage and creating a legacy that makes everybody proud.

## Values

### THINK BIG

We are bold and courageous.

We make brave decisions and aren't afraid to do things differently.

### LIVE THE SPIRIT OF CRICKET

We choose to do things the right way, treating everyone with respect and fairness. We do what we say we are going to do.

### WINNING MENTALITY

We are ambitious in our pursuit to be the best.

Together we define our goals and are accountable for our success.

### ONE TEAM, ON AND OFF THE FIELD

We unite behind our common goals. We have got each other's backs, create safe spaces and push each other's thinking.

# ROLE SUMMARY

**Role title:** Early Engagement Lead (Boy's Pathway)

**Reports to:** Head of Pathway

**Based at:** Headingley Cricket Ground (with regular travel required)

## **Job purpose:**

Early Engagement Lead will be responsible for the newly formed Early Engagement Programme (EEP) for our Boys Pathway from the ages of U10-U12. The successful candidate will be responsible for leading the planning, delivery of winter, summer matchplay, assessment and reporting.

The role will also deliver coaching as part of the County Age Group Programme (U13s) where applicable and set-out by the Head of Talent Pathway. To allow for a smooth transition for players from EEP to County Age Group Cricket.

# KEY RESPONSIBILITIES

## Player Development

Create and implement player development programme aligned to Yorkshire CCC Pathway, to prepare players for transition to County Age Group Cricket and also harness a love for the game of cricket

## County wide delivery

Lead and Manage Pathway Coaches across the county to deliver a consistent and high-quality programme to all players involved in the Early Engagement Phase.

## Player Identification

Establish recruitment and skill specific depth-charts for County Age Group squads at Under 13s for a smooth transition from Early Engagement Programme

## Stakeholder Management

Work with Key Stakeholders outside of Yorkshire CCC to ensure talent identification processes occur outside of the formal pathway (MCCF, Yorkshire Cricket Foundation, Chance to Shine and Wicketz)

## Personal Development

Stay up to date with new and developing coaching practices

# SKILLS AND EXPERIENCE

- Have obtained or currently working towards ECB Level 2 / Core Coach
- Previous experience of coaching on a sporting pathway
- Previous experience of successfully carrying out project management within a sporting setting
- Excellent communication and interpersonal skills with previous experience of working collaboratively in a professional environment
- An understanding and experience of talent identification principles and how to implement these into a cricket context
- An understanding of the safeguarding and health and safety needs relevant to the role
- Demonstrable experience and/or commitment to delivering the values of YCCC's EDI Plan
- Having previous experience of working in a talent pathway environment with elite athletes is desirable, but not essential.



# PERSONAL ATTRIBUTES

As well as possessing the required skills and experience, you will demonstrate an alignment to the Club vision, mission statement and values.

You are a creative and innovative coach who strives to create an environment centered around player development for young players to harness a love for the game of cricket.

You are an excellent communicator who is able influence and engage with a variety of diverse stakeholders as part of a and bring a strong personal commitment to the values of safety, fairness, respect, equity and dignity.



# APPLICATION PROCESS

For more information and to submit your application, go to:

The closing date for receipt of applications is midnight on 23<sup>rd</sup> November 2025.

YCCC follows fairer and safer recruitment practices. Only applicants who submit an application by the closing date will be considered. Shortlisted candidates will be invited to participate in further selection phases including a formal interview and relevant checks.





# CONTACT US

Should you have any questions, require any reasonable adjustments, or wish to arrange a confidential discussion, please direct your initial query to [vacancies@YorkshireCCC.com](mailto:vacancies@YorkshireCCC.com).