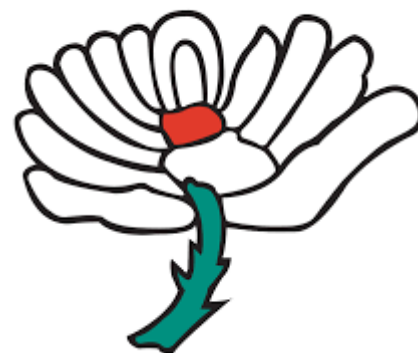


JOB DESCRIPTION

Yorkshire County Cricket Club



Job Title:	High Performance Coach
Department	YCCC - Pathway
Reporting Line:	Head of 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 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 play a key part in advancing player development within the County Age Group Programme, ensuring the delivery of high-quality coaching and player development pathways. You will be responsible for delivering coaching across both the summer and winter programmes, while leading and managing a minimum of two County Age Group teams.

The role will also involve supporting the delivery of the Emerging Player Programme and Academy Programme, as directed by the Head of Pathway & Academy Coach. The overarching objective is to maximise player potential, contribute to the development of future elite cricketers, and help create a strong pipeline of talent for both Yorkshire and England.

Key Responsibilities

Area	Responsibilities
Player Development	<ul style="list-style-type: none">• Deliver high-quality coaching across squad, small group, and one-to-one sessions in line with programme objectives and delivery standards.• Provide impactful coaching interventions for County Pathway individuals and teams, including Academy, Emerging Player Programme (EPP), and County Age Group (CAG) players, as agreed with the Head of Pathway.• Lead the delivery and management of County Age Group teams and matchday programmes, ensuring players are fully prepared for success both on and off the field.• Plan, implement, monitor, and review individualised, holistic player development programmes to support long-term progression and performance.• Lead the planning, coordination, delivery, and evaluation of County Age Group Winter and Summer Programmes.• Support the delivery of coaching within the professional men's squads, as required and directed by the Head of Pathway and General Manager of Cricket.• Work closely with the Academy Coach and Head of Pathway to support player progression and successful transitions from County Age Group cricket into the Emerging Player Programme and Academy pathway.• Collaborate effectively with the wider multi-disciplinary team to deliver tailored coaching and development support aligned to individual player needs.
Player Identification	<ul style="list-style-type: none">• Work collaboratively with the Head of Pathway to establish recruitment strategies and skill-specific depth charts for future Academy players, while supporting Pathway Coaches responsible for leading the Emerging Player Programme (EPP).• Contribute to player identification and selection processes, including attending observation days and participating as a member of selection panels.
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;

	<ul style="list-style-type: none"> • 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 Pathway and working alongside of coaches to set objectives for the Academy and holistic Pathway goals • Support the Head of 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 Pathway
 YCCC General Manager of Cricket
 YCCC Academy Coach (Boys)
 YCCC Pathway Coaches
 YCCC Operations Manager
 YCCC Science and Medicine Team
 YCCC Professional Coaching staff

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 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"/>

