CANDIDATE PACK

HEAD OF TALENT PATHWAYS




WE ARE
YORKSHIRE

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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.

CHASING GLORY

Through Chasing Glory: 2026–2036, Yorkshire is entering an exciting new era — a long-term strategy focused on returning the Club to the top of the game, strengthening our connection with communities across the county, reenergising Headingley, and building a Club that can thrive for generations to come.

CHASING GLORY 2026-2036 HAS THREE STRATEGIC PILLARS THAT WILL GUIDE OUR LONG-TERM AMBITIONS

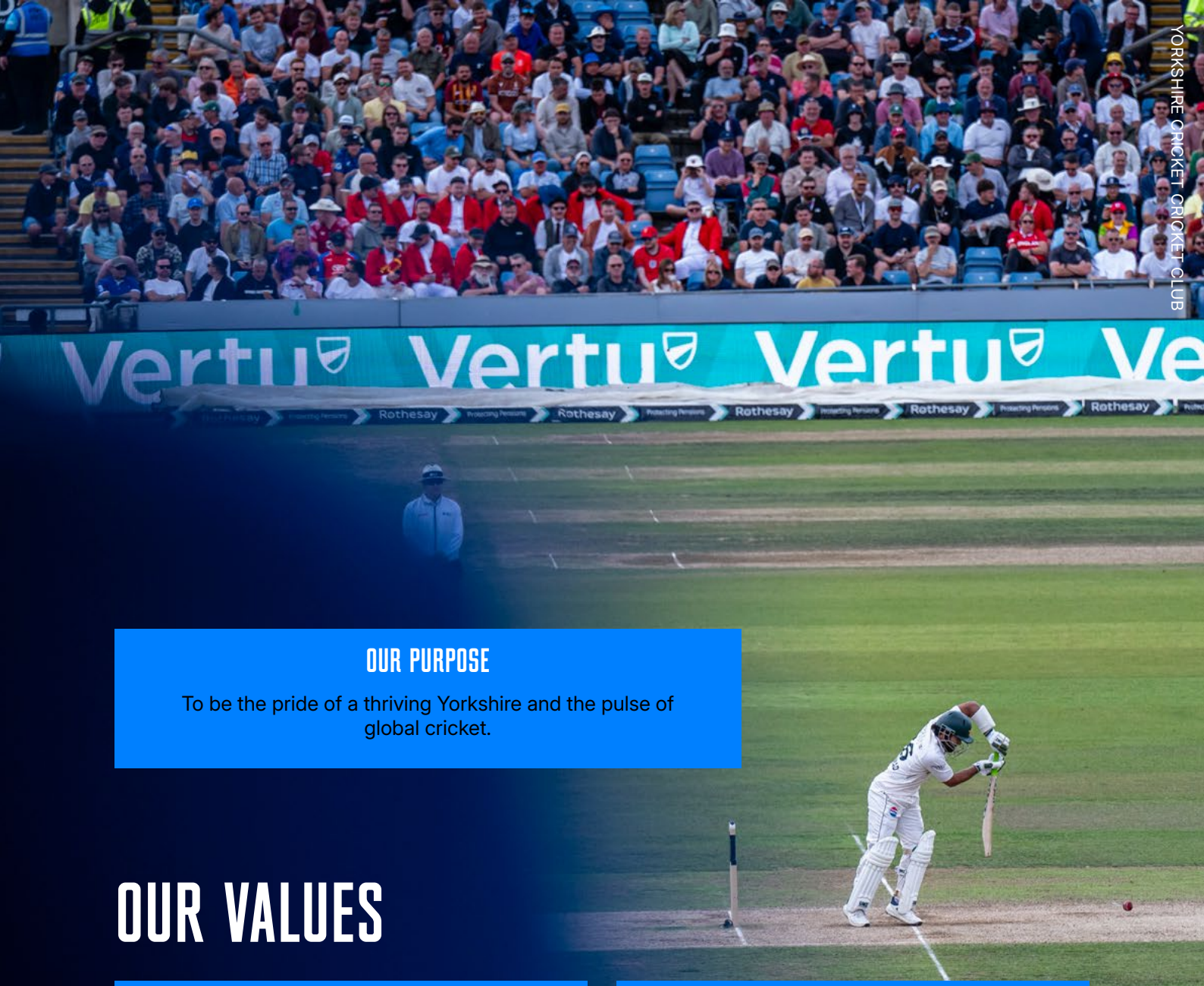
INSPIRE Be the global benchmark for cricketing excellence

INCLUDE Be truly connected to our county

INVEST Be financially sustainable for generations to come

View Chasing Glory: 2026-2036: **HERE**





OUR PURPOSE

To be the pride of a thriving Yorkshire and the pulse of global cricket.

OUR VALUES

PROUD PAST. BOLD FUTURE

We honour our heritage to shape our future.

Our past is a destination we anchor in but does not limit our ambition. We are relentlessly driven to be better tomorrow than we are today. We lead with confidence, learn with humility, and never stop raising the standard.

STRONGER TOGETHER

We challenge openly and commit together.

We build trust through openness and connection. We value different perspectives and know that honest challenge makes us better. Once a decision is made, we commit, support each other and move forward.

BUILT DEFIANT

We've been tested but always find a way forward.

We face every challenge with resilience and every opportunity with courage. We stay focused when times are tough, adapt when circumstances change and always bring solutions.circumstances change and always bring solutions.

LEAVE IT BETTER

We care for people, place and future.

We are for all, not the few. For the future, not just for short-term wins. We act with kindness, integrity and respect, taking responsibility for our actions, our communities, our environment and the legacy we leave behind.

A MESSAGE FROM GAVIN HAMILTON

The Head of Pathways role at Yorkshire County Cricket Club is one of the most important positions within the club. Its core responsibility is to create and maintain a continuous pipeline of talented young cricketers capable of progressing through the Yorkshire system and into the professional game.

Yorkshire is a huge county, rich in cricketing history and pride. Its members, clubs and coaches rightly expect the county to identify, develop and produce its own talent. The pathway must provide opportunities for talented boys and girls from across Yorkshire to fulfil their potential and aspire to represent the club at the highest level.

However, this role is about much more than producing professional cricketers. It is about shaping young people's futures, developing their character and helping them become the best they can be, both on and off the field. Creating the right environment, values and support system is vital to ensuring every player has the opportunity to succeed.

Ultimately, the strength of Yorkshire's future will be built on the quality of its pathway today. Leading that journey is a huge responsibility and a privilege, with the opportunity to influence young lives, develop future professionals and ensure Yorkshire continues to produce talent of its own for generations to come.



RESPONSIBILITIES

Job Title:	Head of Talent Pathways
Department	YCCC - Pathway
Reporting Line:	General Manager, Cricket
Salary Band:	4 Head of Department
Location	Headingley Cricket Ground
Employment Type	Permanent – Full Time

JOB PURPOSE

The Head of Talent Pathway is responsible for leading the strategy, people and delivery of the YCCC Boys' and Girls' County Talent Pathway, including the Academy, Emerging Player Programme (EPP), County Age Group Performance Squads and relevant regional programmes. The Head of Talent Pathway is required to provide clear leadership across talent identification, player development, coaching practice, performance programming and transition into the professional environment. It will drive innovation and continuous improvement, ensuring that the pathway reflects the evolving demands of the modern game.

The Head of Talent Pathways is expected to:

- Build and maintain a strong, diverse pool of talent capable of progressing to Yorkshire and England representation.
- Ensure aspiring cricketers across Yorkshire have clear, accessible opportunities to be identified, observed and evaluated.
- Develop adaptable, highly skilled match-winners with the ability to succeed across red-ball and white-ball formats.
- Create a healthy, inclusive and enjoyable pathway experience for boys and girls, with player welfare and development at its heart.
- Develop high-performance coaches and align pathway coaching standards with the expectations and demands of the professional game.
- Support players to become resilient, responsible people who understand the standards and behaviours expected on and off the field, while recognising that not every player will become a professional cricketer.

KEY RESPONSIBILITY AREAS

- Strategic Leadership and Pathway Direction
- County-Wide Talent Identification and Evaluation
- Modern Player Development and Coaching Innovation
- High-Performance Coach Leadership and Development
- Player Welfare, Culture and Experience
- Professional Transition and Performance Alignment
- Programme, People and Resource Management
- Safeguarding, Health and Safety and Inclusion

PERSON SPECIFICATION

ESSENTIAL CRITERIA

- ECB Advanced Coach qualification or equivalent.
- Strong understanding of the ECB pathway and county talent development system.
- Proven track record of coaching and developing young cricketers.
- Experience of identifying talent and planning individual and programme-level player development.
- Experience of mentoring coaches and leading a team of staff.
- Ability to manage budgets, resources and complex programmes.
- Strong communication and relationship-building skills, with the ability to align stakeholders around shared standards.
- A clear understanding of the technical, tactical and professional demands of the modern game, including white-ball cricket.
- Commitment to player welfare, safeguarding, equality, diversity and inclusion.
- Full driving licence.

CORE COMPETENCIES

- Strategic leadership and people management
- Talent identification, evaluation and long-term player development
- Coaching expertise, innovation and modern-game knowledge
- Communication, influence and stakeholder management
- Analytical thinking and evidence-informed decision-making
- Creativity, initiative and continuous improvement
- Organisation, planning and attention to detail
- Accountability, discretion and sound judgement
- Teamwork, flexibility and adaptability

To see all the responsibilities and full person specification, you can access the job description here.
https://yorkshireccc.com/wp-content/uploads/2026/11/Head-of-Talent-Pathway-Job-Description-1.pdf



APPLICATION PROCESS

For more information and to submit your application, go to:
https://talent.sage.hr/jobs/265bdf7d-8c15-4e0b-96a5-2a3beddfe054

The closing date for receipt of applications is 11 December 2026

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.