# JOB DESCRIPTION

Yorkshire County Cricket Club

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| **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 |

**Department Overview**

The Yorkshire County Cricket Club is committed to building a player-centred, high-performance pathway that gives talented cricketers across the county the opportunity to be identified, developed and supported. The pathway should create an over-supply of players capable of representing Yorkshire and England, while helping every player enjoy their experience, grow as a person and fulfil their potential on and off the field.

**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.

**Key Responsibilities**

| Area | Responsibilities |
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| Strategic Leadership and Pathway Direction | • Set and deliver, in partnership with the General Manager of Cricket, a clear long-term strategy for the YCCC Boys' and Girls' Talent Pathway, with measurable priorities and outcomes.<br>• Lead the ongoing development of a pathway recognised for its reach, quality, consistency and ability to produce players for the professional game.<br>• Ensure alignment between pathway programmes and the coaching philosophy, playing identity and performance requirements of the men's and women's professional teams. |

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| | • Oversee pathway cricket across the county, including the Academy, EPP, County Age Group Performance Squads and relevant regional squads and programmes.<br>• Build strong links with clubs, schools, community cricket and other partners so that talent can be identified and supported across Yorkshire's broad geographical area.<br>• Use performance information, feedback and review processes to assess the effectiveness of the pathway and continually improve provision. |
| County-Wide Talent Identification and Evaluation | • Design and lead a comprehensive, proactive talent identification plan suited to the scale and diversity of Yorkshire, ensuring aspiring cricketers across the county have meaningful opportunities to be seen and evaluated.<br>• Establish clear, consistent and evidence-informed assessment processes, with shared criteria and regular review points across age groups, programmes and boys' and girls' cricket.<br>• Develop strong scouting and observation networks with clubs, schools, community programmes, coaches and other stakeholders to broaden the reach of talent identification.<br>• Ensure decisions consider current performance alongside potential, learning capacity, attitude, athletic attributes, role-specific skills and the ability to develop over time.<br>• Identify players with distinctive or exceptional skill sets and create individual development plans that help them maximise those strengths and apply them effectively across different formats and roles.<br>• Review potential gaps in coverage, selection and progression so talented players are not overlooked because of geography, background, late development or non-traditional routes into the game.<br>• Maintain clear communication with players, families and coaches about assessment, progression and development opportunities, in line with Club policies and safeguarding requirements. |
| Modern Player Development and Coaching Innovation | • Lead the design and delivery of high-quality training and competition programmes across the Academy, EPP, County Age Groups and regional squads.<br>• Keep coaching plans current with the evolving demands of professional cricket, using relevant performance insight, innovative practice design and evidence-informed methods to improve player learning and match impact.<br>• Place a strong emphasis on white-ball skills and decision-making, including power-hitting, boundary options, strike rotation, innovative shot-making, pace and spin options, death-overs batting and bowling, fielding impact and tactical awareness.<br>• Develop players who can transfer skills between formats while understanding the different technical, tactical and mental demands of red-ball, 50-over and T20 cricket.<br>• Help players build distinctive strengths and clear roles, while developing the adaptability required to contribute in different match situations and formats. |

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| | • Ensure training environments are purposeful, competitive and game-realistic, with clear links between practice, individual development goals and performance under pressure.<br>• Promote individual development plans that set clear goals, track progress and adapt to each player's stage of development, strengths and areas for improvement. |
| High-Performance Coach Leadership and Development | • Lead, support and oversee the development of Academy, pathway and age-group coaches, setting clear expectations for coaching quality, professional behaviours and player-centred practice.<br>• Coach and mentor high-performance coaches through regular observation, feedback, development conversations and practical support.<br>• Ensure coaches can communicate and teach modern technical, tactical, physical and psychological skills in ways that translate into performance in the modern game.<br>• Establish consistent coaching principles across the pathway while allowing coaches to use their expertise, creativity and professional judgement.<br>• Work with professional coaches to understand the standards, capabilities and role-specific requirements expected of players stepping into the men's and women's professional environments.<br>• Translate professional-team expectations into clear pathway coaching priorities, helping players prepare for training, competition, selection, review and life as a professional cricketer.<br>• Support coaches to prepare players for off-field expectations, including professionalism, personal responsibility, communication, resilience, teamwork and engagement with support staff.<br>• Build a culture of reflection, collaboration, accountability and continuous coach development. |
| Player Welfare, Culture and Experience | • Create and maintain a healthy, positive, inclusive and enjoyable environment throughout the boys' and girls' pathway, where players feel valued, supported, challenged and motivated to continue in cricket.<br>• Ensure player welfare, safeguarding, wellbeing and personal development are central to pathway decisions and day-to-day delivery.<br>• Set standards for respectful behaviour, teamwork, accountability and a team-first mindset, while recognising individual needs and different development journeys.<br>• Help players build confidence, resilience, independence and an understanding of how to manage the demands of performance sport.<br>• Ensure players receive appropriate support for education, personal development and alternative career pathways, recognising that not all players will enter professional cricket.<br>• Work with relevant Club staff and external partners to identify and respond appropriately to welfare, medical, psychological and personal-development needs. |
| Professional Transition and Performance Alignment | • Maintain strong working relationships with the General Manager of Cricket, men's and women's Head Coaches, 2nd XI Head Coach, Academy Coaches and other relevant professional staff. |

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| | • Ensure effective two-way communication between pathway and professional teams on player progress, readiness, role requirements and development priorities.<br>• Create clear transition plans for players approaching professional opportunities, covering cricket skills, physical preparation, tactical understanding, mindset, professionalism and off-field expectations.<br>• Provide coaching support across 1st XI and 2nd XI environments when agreed with the General Manager of Cricket, strengthening the connection between pathway and professional cricket.<br>• Work with relevant staff to review players moving between pathway stages and ensure transitions are planned, supported and appropriately evaluated. |
| Programme, People and Resource Management | • Lead and coordinate the multidisciplinary pathway team, including Academy and pathway coaches, strength and conditioning, physiotherapy, psychology and operations staff.<br>• Set clear responsibilities, performance expectations and communication processes, empowering team members while maintaining accountability for delivery.<br>• Manage the pathway budget in conjunction with the Financial Director and ensure resources are used effectively to support player development and programme quality.<br>• Plan and coordinate training, fixtures, competitions, staffing and facilities across pathway programmes.<br>• Comply with the requirements of the County Partnership Agreement and Pathway Performance Review process, supporting effective use of funding and the implementation of best practice.<br>• Monitor programme delivery and outcomes, using reviews and feedback to identify priorities and improve quality. |
| Safeguarding, Health and Safety and Inclusion | • Understand and fulfil personal and Club responsibilities for safeguarding children, young people and adults at risk; promote a culture in which people feel safe to speak up and concerns are reported appropriately.<br>• Follow Yorkshire Cricket safeguarding policies, reporting procedures and codes of conduct, and work with the Safeguarding Team where required.<br>• Meet health and safety responsibilities, complete relevant risk assessments and report accidents, injuries and near misses in line with Club procedures.<br>• Demonstrate and promote equality, diversity and inclusion through decisions, behaviours and working practices, ensuring 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:

- General Manager, Cricket
- Men's and Women's Head Coaches
- 2nd XI Head Coach
- Boys' and Girls' Academy Coaches
- Pathway and age group Coaches
- Boys' and Girls' Pathway Operations Managers
- Head of Science and Medicine
- Pathway Strength and Conditioning Coach
- Physiotherapist and psychology support
- Community Talent Champions

External:

- ECB National Talent Manager, ECB scouts and ECB Young Lions/Lions staff
- PCA Personal Development Manager
- Schools, clubs, community cricket and other pathway stakeholders

**Job Specification**

| **Essential Criteria** | **M/C** |
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| 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. | ☐ |
| **Desirable Criteria** | |
| ECB Specialist Coach qualification or equivalent. | |
| Experience working across boys' and girls' talent pathways and/or with professional men's and women's cricket. | |
| Experience designing county-wide talent identification systems and using performance information to inform player development. | |

**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

**Essential Certificates and Checks**

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| Drivers License | ☒ | Disclosure Barring Service Check | ☒ |
| ECB Advanced Coach qualification or equivalent | ☒ | ECBCA membership | ☒ |
| Emergency First Aid qualification | ☒ | Relevant ECB safeguarding modules | ☒ |