

Job Outline

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| Post Title: | Women and Girls' Participation Manager |
| Main Purpose: | To grow female participation in cricket as players, supporters, volunteers, coaches, officials and administrators that significantly contributes to Cricket Scotland`s aim of a 20% increase in committed participants by 2020 |
| Responsible to: | Head of Participation |
| Location: | Flexible – with regular attendance at Cricket Scotland HQ in Edinburgh Significant domestic travel required |
| Salary: | £25,000 |
| Key Areas of Work: | |
| Strategic Leadership | <ul style="list-style-type: none"> • Strategic leadership of women and girls' participation programmes and participation pathways in conjunction with the Head of Participation |
| Participation Pathways | <ul style="list-style-type: none"> • Develop and manage the traditional and modified player pathways to link with performance and high-performance pathways • Lead the development of female `first experience` programmes to grow the number of girls entering the participation pathway |
| School and Club Development | <ul style="list-style-type: none"> • Lead, deliver and evaluate the National Girls` School and National Girls` Kwik Cricket Events • Lead and develop women and girls' club competitions • Increase the number of schools offering girls only cricket and entering the school fixtures calendar • Support the development of identified women`s clubs across the country, using the women and girls HUB concept • Develop innovative programmes that will engage new females in cricket • Increase the percentage of girls and female activators in All Stars Cricket • Develop a CricHIIT tutor training resource suitable for global distribution of the programme and engage new target groups. |
| Workforce Development | <ul style="list-style-type: none"> • Support the network of staff delivering women and girls` programmes (all participation staff and local development officers) |

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| | <ul style="list-style-type: none"> • Grow the number of female coaches and role models in conjunction with Workforce Development Manager. • Support and mentor female coaches |
| Stakeholder Engagement and Relationships | <ul style="list-style-type: none"> • Develop relationships with the regional associations / unions to promote the visibility of the women`s game • Identify key leaders and `champions` of the women`s game to fill roles on boards and committees • Identify and work with potential partners to help ensure the quality of the women and girls programme – particularly around venues/facilities and promotion • Develop relationships with Universities to establish strong women`s cricket programmes • Develop and maintain partnerships with ICC, ECB and sportscotland |
| Staff Management | No direct management, but managing resource and allocating workforce to women and girls programmes is needed |
| Finance | <ul style="list-style-type: none"> • Source external funds to sustain and maximise women and girls` cricket development opportunities • Develop, cost and justify the Participation budget for women and girls` cricket during the CS budgeting process • Ensure the women and girls` participation budget is monitored, controlled and worked within at all times |
| Reports | <ul style="list-style-type: none"> • Prepare, submit and present reports/presentations as and when required, to include, but not limited to: <ul style="list-style-type: none"> - Cricket Scotland Board - CEO - Director of Participation - Sportscotland - ICC |
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| | This job outline is not to be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and will be amended in the light of the changing needs of the organisation. This may include undertaking special projects approved by the CEO which may be within or outwith the key areas of work. |

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PERSON SPECIFICATION

EDUCATION QUALIFICATIONS AND ACHIEVEMENTS

- Preferably an ECB licensed coach or equivalent coaching qualification
- PVG Scheme Membership

KNOWLEDGE AND EXPERIENCE

- Understanding of female sport and the unique drivers and motivations for female participation
- Experience of working in sports development or similar field
- Experience in leading and delivering successful engagement programmes
- Experienced in building relationships and influencing to get the job done
- Knowledge of women and girls' cricket pathways within Scotland

SKILLS, ABILITIES and PERSONAL ATTRIBUTE

- Flexible approach to work and ability to work independently
- Excellent communication skills across a broad range of stakeholders
- Ability to identify opportunities and maximise their potential
- Creative, innovative and results-driven
- Passion for female sport

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