

Vacancy: Cricket Scotland National Women's u19s Head Coach Role

Purpose of the Role

The Cricket Scotland National Women's u19s Head coach role will develop the best u19s female cricketers in Scotland. The position is a part-time role working mainly evenings and weekends in the winter and a mixture of weekdays and weekends in the summer. The role will also manage all coaching, managerial and sport science staff involved with the squad. In conjunction with the National Women's Head Coach (NWHC) and Head of Performance Pathway (HPP), the role will create suitable training and competition programmes for the squad with a critical focus on player development and competition qualification, with one of the main targets being qualification for the ICC Women's u19s World Cup. The role will also involve working alongside the Women's and Girls Development Manager (WGDM) to identify the most talented young female players from schools and clubs.

The post will work with Cricket Scotland's key partners and stakeholders, who help fund the women's programme, such as **sportscotland**; the Scottish Institute of Sport; the ICC; and other relevant organisations.

The role will help shape a framework for player development and implement and update policies, programmes, and practices to improve how talented female cricketers are identified, selected, and developed.

Key Responsibilities

Management and Administration

- Help create (in conjunction with the NWHC and HPP) and deliver a suitable age and stage appropriate player development programme. Including an emphasis on Physical Development and Sport Psychology provision for the squad.
- Hold 6-monthly and post-tournament player review meetings
- Provide annual and 6-monthly reports on the squad
- Reinforce the CS code of conduct to the players, parents/guardians, coaching and support staff.
- Other cricket activity deemed appropriate or reasonably within the role's remit and any other duty within the purview of the role as decided by the CS HPM & PPM.
- Work with the HPP & WGDM to identify talented female cricketers within the club and school network
- Work closely with the Operations Team to coordinate logistics surrounding match and training requirements for the squad

Competition

- Attend all matches/tournaments of the u19s squad, and where possible, under 17's, u15s and regional cricket (senior and youth).
- As and when available, observe national youth and senior players in domestic competition.
- Actively liaise with players' educational institutions and workplaces regarding availability for competitions.

- Prepare well for all matches/competitions.
- Report on player performances in matches and tournaments on time.

Leadership

- Establish and maintain team vision and team values, standards and protocols that fit within the goals of Cricket Scotland and are shared among the squads and management teams.
- Lead and support the other coaching and support staff working with the squad.
- Provide leadership of the team and team management through ongoing communication and dealing with challenges and conflicts.
- Demonstrate personal credibility, honesty and integrity and ability to handle stress.

Team Development

- Prepare the Women's u19s Squad to participate in all competitions including ECB, national and international.
- Encourage a culture of fun, discipline, skill, participation, and self-maintenance.
- Create a team culture that promotes unity and commitment to high performance on and off the field.
- Provide programmes of training that maximise the teams' chances of success in competition.
- Develop an understanding within the programmes of what is required to be an athlete at this level.

Talent Scouting and Recruitment System

- Support the HPP to manage a player talent database and benchmarking system.
- Observe and review as many players as possible throughout the season.
- Work with the HPP & WGDM to identify talented players from clubs and schools

Player Development

- Utilise CS staff and consultants (in consultation with the NWHC & HPP) to help develop an appropriate player development programme.
- Work with club, regional & county coaches to provide players with individual development programmes.
- Plan and deliver 1:1 and small group coaching sessions to players when available.

Selection

- Lead the selection of the squad for all matches and tournaments.
- Communicate criteria, values and policy to players, parents, management team and all other relevant parties.
- Manage information around selection in a confidential/discrete way.
- Communicate selection decisions to players according to protocols.
- Manage communication with players not selected in an effective/empathetic style.

Working Relationships

- National Women's Head Coach
- Head of Performance Pathway
- Operations Manager
- Women and Girls Assistant Coaches/Managers
- Sport Science Support Staff
- Specialist coaches

- Head of Development & Women's & Girls Development Manager
- Schools, specialist sports colleges, colleges and universities, and players' parents.
- Sport Scotland & Scottish Institute of Sport

Knowledge and Experience

The successful candidate should have the following skills, education, and experience:

Educational and Professional Qualifications	Essential	<ul style="list-style-type: none"> • Hold a current ECB Level 2 Coach award or equivalent for at least 2 years, AND/OR has at least 2 years' experience working with female cricketers in a performance environment.
	Desirable	<ul style="list-style-type: none"> • ECB Level 3 Advanced or Performance Coach or been engaged on the programme for 12 months. • A Degree (or equivalent qualification) ideally in a sport related subject.
Previous Experience/Training	Essential	<ul style="list-style-type: none"> • Significant experience of coaching cricket to young and adult female cricketers, ideally in a range of environments including state/province/county/regional squads, national youth, and senior level. • Demonstrate successful implementation of a performance management youth and/or senior programme within First Class County/State/Provincial cricket. • An understanding in performance planning and player development plans. • Experience in managing staff/coaches. • Practical experience and demonstrable knowledge of player development programmes in performance sport.
	Desirable	<ul style="list-style-type: none"> • To have played or have an extensive knowledge of First Class or International cricket. • Verifiable record of leading within a multi-disciplinary team in the delivery of services to high performance senior or junior squads, athletes, and coaches, able bodied or those with a disability. • Experience at ICC global events.

Job Related Requirements	Essential	<ul style="list-style-type: none"> • Based in Scotland • Knowledge and understanding of talent identification and development. • Willingness to undertake extensive travel around all-Scotland and UK, and overseas, and to work unsocial hours including late nights and weekends. • Understanding of current sports science and sports medicine practice and coaching. • Certificates of attendance on first aid, relevant good practice, and child protection/safeguarding courses. • A full clean current driving licence. • An up to date PVG or CRB check
	Desirable	<ul style="list-style-type: none"> • Appreciation of the application of research into other High-Performance Sports Systems.

The selection panel reserves the right to consider Desirable Criteria during the short-listing process should candidates remain on an equal footing using simply Essential Criteria.

Remuneration

The successful candidate will receive a £5K retainer plus expenses to undertake the role.

Contact and applications:

Applications to be addressed to Gordon Drummond (Head of Performance Pathway at Cricket Scotland) and sent with your CV and a covering letter to applications@cricketscotland.com. The closing date for applications is the **12th of November 2021**.

Please note that we will not be able to reply to every application for the role. If you do not receive an invitation to interview by the 12th of November then we have deemed that you are not a suitable candidate for the role.

Please note successful candidates will be required to live in Scotland and able to work in the UK. They must also be ready to commence the role on the 5th of December 2021.

Cricket Scotland is strongly committed to the promotion of equality and diversity in its employment practices, and to making its services as accessible as possible.

As part of our work to achieve these goals, we need to collect personal data which will be handled in the strictest confidence and will only be used for statistical monitoring purposes. We would encourage you to complete our equality monitoring form which can be found [HERE](#).

Interviews for suitable candidates may take place before the closing date.