

**Vacancies: Cricket Scotland Men's Regional Head Coaches and Assistant Coaches**

1. **Western Warriors - Head Coach**
2. **Caledonian Highlanders - Head Coach**
3. **Western Warriors - Assistant Coach**
4. **Caledonian Highlanders - Assistant Coach**

**Purpose of the Role**

Cricket Scotland is looking to recruit various men's regional head coaches and assistant coaches to the Western Warriors and Caledonian Highlanders for the upcoming T20 Regional Pro Series. The key focus of these roles is to develop the best cricketers in the men's regions for the up 2022 regional series. The roles will cover a short preparation phase and competition phase (10<sup>th</sup>/11<sup>th</sup> and 18<sup>th</sup> September). The roles focus on player development to enable players to take the next step to the National Team and help players prepare for the ICC T20 World Cup.

The ideal candidates will be enthusiastic, motivated and have a positive attitude. They will have the ability to work both individually and as part of a team. In addition, they should have strong communication and presentation skills and the ability to work with various individuals ranging from players, coaches and sports science colleagues. It is expected that each coach should have extensive knowledge of the region they are working with to hit the ground running.

**Key Responsibilities****Management and Administration**

- Work closely with National Men's Coach, Men's Assistant Coach, Strength & Conditioning Coaching Staff and Interim Head of Performance.
- Reinforce the CS code of conduct to the players, parents/guardians, coaching and support staff.
- Work closely with the Operations Team to coordinate logistics surrounding match and training requirements for the squad

**Competition**

- Attend all matches/tournaments of the regional team.
- 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 Regional Team to participate in the T20 regional series.

- Encourage a fun, discipline, skill, participation, and self-maintenance culture.
- Create a team environment 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.
- Work with the Cricket Scotland Support Staff to develop players within the squad and to adopt a Cricket Scotland philosophy to playing T20 Cricket (Winning our Way).

### Selection

- Lead on the selection of the squad for all matches and tournaments.
- Communicate selection criteria, values, and policy to players, parents, management team, and relevant parties.
- Manage information around selection in a confidential/discrete, and empathetic way.
- Communicate selection decisions to players according to protocols.

### Working Relationships

- Interim Head of Performance
- Head of Performance Pathway
- Men National Coach
- Operations Coordinator
- Assistant Coaches/Managers
- Sports Science & Medical Support Staff

### Knowledge and Experience

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

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| Educational and Professional Qualifications | Essential | <ul style="list-style-type: none"> <li>• Desire to work towards an ECB Level 2 Advanced or Performance Coach or been engaged on the programme for 12 months.</li> </ul>  |
|   | Desirable | <ul style="list-style-type: none"> <li>• A Degree (or equivalent qualification) ideally in a sport-related subject.</li> <li>• ECB Level 3 Coach.</li> </ul>   |
| Previous Experience/Training                | Essential | <ul style="list-style-type: none"> <li>• Experience in coaching cricket to young and adult cricketers, ideally in a range of environments including regional squads, national youth, and senior level.</li> <li>• Demonstrate successful implementation of a performance management youth and/or senior programme within regional cricket.</li> <li>• An understanding of performance planning and player development plans.</li> <li>• Experience in managing staff/coaches.</li> <li>• Practical experience and demonstrable knowledge of player development programmes in performance sport.</li> </ul> |

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|                          |           | <ul style="list-style-type: none"> <li>• Evidenced knowledge and understanding of talent identification and development.</li> <li>• Based in Scotland</li> <li>• An up to date PVG or CRB check</li> <li>• A Visa that allows you to undertake this form of employment in the UK (Cricket Scotland will not support applicants in obtaining VISAs, applicants must already have the correct paperwork in place)</li> </ul>  |
| Job-Related Requirements | Desirable | <ul style="list-style-type: none"> <li>• To have played or have extensive knowledge of First Class or International cricket.</li> <li>• Verifiable record of leading within a multi-disciplinary team in delivering services to high performance senior or junior squads, athletes, and coaches, able-bodied or those with a disability.</li> <li>• Experience at ICC global events.</li> <li>• Hold a valid/clean UK driver's license (or equivalent) and vehicle access.</li> </ul> |

**Applications without the necessary job-related requirements stated above will not advance to the interview stage.**

#### **Remuneration**

The successful candidates for the regional Head Coaches will receive a £860 retainer and Assistant Coaches will receive £540 (subject to income tax and national insurance deductions) plus expenses for the duration of the role to undertake the role.

#### **Contact and applications:**

**Applications to be sent with your CV and a covering letter stating which role you are applying for to [applications@cricketscotland.com](mailto:applications@cricketscotland.com). The closing date for applications is the 24<sup>th</sup> of July 2022.**

**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 26<sup>th</sup> of July 2022, 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 be able to work in the UK and have a Visa that allows the candidate to undertake this form of employment in the UK. They must also be ready to commence the role in mid-August 2022.**

**Cricket Scotland is strongly committed to the promotion of equality and diversity in its employment practices, and to make 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.**

