

Head of Performance Job Description



Job Purpose

In this role, the post holder is responsible for the strategic direction of the Department, with responsibility for Performance, talent identification pathway programmes and development programmes for both players and coaches.

The post holder is responsible for creating an environment which facilitates and drives continual improvement from players and coaches to allow performance at the highest possible level.

As a member of the Senior Leadership Team, the postholder is responsible for working collaboratively, to contribute towards the success of Cricket Scotland.

Main Duties and Responsibilities

High Performance Strategy

- Develop and implement a comprehensive high-performance strategy that aligns with Cricket Scotland's goals and objectives.
- Identify key performance indicators for players and team, tracking and evaluating performance against these metrics.
- Continuously review and refine the high-performance strategy to ensure it remains effective.

Programme Delivery

- Establish and deliver programmes which support the development of the national Men's and Women's Teams, "A" Teams and Performance Academies.
- Explore, create, and deliver fixtures and pre-camps for all teams, to ensure they are fully prepared from a technical, mental, and tactical perspective, and have opportunities to maximise performance.
- Direct the development and delivery of individualised player programmes and personal development plans for players.
- Work with Men's and Women's Head Coaches to ensure that coaches at all levels within Cricket Scotland are provided with the best personal development support.
- Develop the terms of reference and process to capture, review and learn lessons from the Men's 50 Over Qualifier, T20 World Cup Qualifier, and the Women's T20 World Cup Regional Qualifier.
- Create a fixture programme, within budget, for Men's and Women's high-performance programme.

Selection

- Create and update selection policies and manage the selection panels for both Men's and Women's teams, ensuring transparency in processes.
- Administer the process relating to any appeals, providing all relevant information to the CEO.

High Performance Support

- Liaise with the Scottish Cricket Association and all other interested parties in relation to the negotiation, administration and production of player contracts and service level agreements.
- Planning and support for all performance programme areas of the talent pathway and international men's and women's team.
- Lead communications about the high-performance system, policies, and support.
- Support the administration and organisation of high-performance coach development.

Performance Pathway Operations

- Oversee the Performance Pathway Programme, to develop players and provide a steppingstone into high performance.

Budget Management

- Work with the relevant performance staff and with the Head of Finance and Administration to ensure the performance budget is managed effectively and efficiently.
- Liaison with the Head of Finance and Administration in relation to Player Contract negotiations.
- Due consideration to budgets and revenue when creating future fixture programmes.
- Explore opportunities for revenue streams, led by the Commercial Department.

Leadership and Supervision

- Provide leadership and direction to the coaching and support staff, fostering a culture of excellence, innovation, and continuous improvement.
- Lead the Performance Team, ensuring there is clarity in relation to roles, responsibilities, and the objectives of Cricket Scotland.
- The Post holder is responsible for day-to-day management, and performance management of the Performance Team, ensuring that engagement and growth targets for delivery of programmes and initiatives are set and achieved.
- Coach, mentor, and develop team members, including overseeing new employee onboarding and providing career development planning and opportunities.
- Role model company values and ensure that all team members consistently carry out their work in accordance with these.
- Ensure awareness and compliance with company policies and procedures.
- Create a supportive work environment within the Performance Team to facilitate the delivery of successful programmes.

Equality, Diversity, and Inclusion (EDI)

- Demonstrate, at all times, a commitment to equality, diversity, and inclusion behaviours, decision-making and working practices.
- Advocate the values of safety, dignity, fairness, equality, and respect.
- In conjunction with the Head of EDI, drive and monitor Cricket Scotland's EDI plan and ensure EDI is embedded in all areas of the business.
- Liaise with and provide pathway opportunities for all identified equality cohorts, through stakeholder engagement including, but not limited to, South Asian Cricket Association in partnership with Cricket Scotland, and Scottish Women in Sport.
- Work closely with the Head of EDI and the Communications Team to ensure careful management of Cricket Scotland's image and messaging on Equality, Diversity, and Inclusion.

Key Relationships and Stakeholder Management

- Ensure a strong working relationship with Operations staff, who are involved with logistics and operation of performance venues for training and matches.
- Develop funding models through discussion with key connections, led by the Head of Operations and Commercial.
- Regular liaison with the Scottish Cricket Association. This includes negotiation in relation to the Player Contracts.
- Regular liaison with ICC and ICC Europe.
- Continue to develop close working relations with the South Asian Cricket Association in partnership with Cricket Scotland.
- Work closely with Directors of Cricket at County Clubs, Regional Directors of Cricket, and International Heads of Performance.
- Explore Future Tour Programmes to provide playing opportunities, and to create income generation opportunities through the selling of fixtures.
- Lead the relationship with SIS, ensuring that all information required by them is supplied, required services are identified and regularly reviewed and communication amongst all staff working between the organisations do so effectively as possible in delivering services to the players.
- Management of doctor consultancy services and any other contracted service deliverers that may be engaged to support players.
- Create partnerships to generate sponsorship, income, and funding.
- Liaison with counterparts in other national teams to explore fixture opportunities, with due consideration given to budgets.

This role description is not exhaustive; it will be subject to periodic review and may be amended to meet the changing needs of the business. The post holder will be expected to participate in this process, and we would aim to reach agreement to the changes.

Person Specification		
	Essential	Desirable
Education and Experience	<ul style="list-style-type: none"> • Extensive experience of cricket coaching and player development. • Experience of working within a high-performance environment, managing a high-performance programme. • Experience of managing a team with responsibility for creating and driving a high-performance culture that delivers results. • Experience of strategic planning and delivery. 	<ul style="list-style-type: none"> • ECB Level 4 or Specialist Coach course or equivalent
Knowledge	<ul style="list-style-type: none"> • A passion for cricket and a thorough understanding of the game's technical, tactical, and strategic aspects. • Knowledge and understanding of high-performance sports and environment. 	
Skills and Abilities	<ul style="list-style-type: none"> • Proven leadership and management skills, with experience leading and motivating coaching and support staff. • Excellent communication, interpersonal and stakeholder management skills. 	