



## **Men's Head Coach Cricket Scotland**

Cricket Scotland is the national governing body for cricket in Scotland, dedicated to promoting and developing the sport at all levels. We are committed to fostering a culture of excellence, growth, and inclusivity within the cricketing community.

Cricket Scotland is looking to recruit an inspirational **Men's Head Coach** to lead the Men's Team into what is an extremely exciting phase for the organisation.

### **Role Overview**

Scotland's Men will compete at the ICC T20 World Cup in June 2024 in USA and West Indies, as well as beginning their ICC Cricket World Cup League 2 campaign in early March. This role provides an opportunity to prepare and coach Scotland at multiple major ICC global events and will suit a motivated and emotionally intelligent communicator who has a desire to work thoughtfully and creatively to improve players in an Associate cricket setting.

### **Key responsibilities for the role**

- The Head Coach will be responsible for continuing the excellent recent team progress with assistance from support staff and outsourced support from the SportScotland Institute of Sport (SIS).
- The Head Coach will be responsible for influencing the development of a world class Scotland team capable of competing in all formats at all levels of the game, including against Full Member nations.
- The Head Coach will have responsibility for the preparation, performance, and management of the Scotland Men's team in all formats of the game.
- The Head Coach will lead and line-manage a team of support staff (Batting, Bowling Coach and Medical Officer, collaborating with outsourced SIS Head of Physical Preparation, Physio, and consultant specialists) and will communicate with a Performance Operations Manager to carry out team-management and logistics support.
- The Head Coach will also be responsible for developing a squad which meets and exceeds the strategic and performance objectives as set out by CS, directly accountable in the first instance to the Head of Performance.
- The Head Coach will be a member of the national selection panel.

### **Person Specification**

The Head Coach will be expected to demonstrate evidence of the following skills and experiences:

- A successful track record of coaching elite/professional cricket players and teams.
- Hold an ICC/ECB Level 3 performance cricket coaching qualification (or above), or equivalent.
- Successful record in high performance planning and monitoring as well as designing individual player development plans and programmes in elite environments.
- Delivering coaching as part of a multi-disciplinary team including sports science and medical provision.
- Experience of specialist or skill set lead coaching within a coaching team, e.g. Batting Coach.
- Managing the workload of and creating performance improvement programmes for full-time and part-time players.
- Proven leadership and management skills, with experience leading and motivating coaching and support staff.
- Be fluent in written and spoken English.
- Be able to work comfortably with a range of I.T. applications, specifically athlete management software and performance analysis software.

### **Desirable Experience and Skills**

The following skills and experiences would also be advantageous:

- Coached regularly at first-class level.
- International coaching experience.
- A successful track record as a Head Coach in first class, professional franchise, or international cricket at Associate or Full Member level.
- Successful involvement in ICC World Cup qualifying events or ICC World Cups.

### **Personal Attributes and Expectations**

- An outstanding communicator and an inspirational, confident, and personable leader; someone who is capable of building strong, personal relationships.
- An accomplished strategist with clear, ambitious plans to establish a way of playing that will be successful on the international stage and adopted throughout the player pathway.
- Cricket Scotland is strongly committed to the promotion of equality and diversity. The successful candidate will need to demonstrate leadership and values to promote equality and diversity.
- An outstanding team and individual coach, who will be expected to create inspiring and impactful winning environments, based on the needs of individual players, framed by the ultimate requirement for the Scotland team to win games of international cricket to perform at and qualify for ICC World Cups.
- A self-sufficient Head Coach who is prepared to work hard as part of a small team to help improve the performance of everybody involved in the Scotland national team programmes, both players and staff alike.
- A willingness to influence and drive change and adapt quickly to the specific demands of Scotland and broader cricket-context, e.g. part-time players, ICC

qualification criteria, new selection and scouting processes, and the demands of different playing formats.

- A willingness and ability to engage in strategic discussions surrounding fixtures, to liaise with ground-staff and with commercial partners.

Please note the requirement to live in Scotland and be able to work in the UK, as well as have a Visa that allows the candidate to undertake this form of employment in the UK.

At Cricket Scotland we have an unwavering commitment to the promotion of equality and diversity in our employment practices, and to making our services as accessible as possible.

We are committed to building a fairer and more inclusive cricketing community at every level. Following the recent review into racism in Scottish cricket, it's vital we ensure the sport in this country is a welcoming place for all and that no one suffers from any form of discrimination.

We are looking for candidates who can help cricket become more equal, inclusive, and diverse, and we welcome applications from all ages and backgrounds who can contribute diversity of representation and thinking to Cricket Scotland.

In return we offer:

- A competitive salary
- 35.5 days holiday each year
- Access to an Employee Assistance Programme
- The opportunity to be part of a sports governing body driving real and positive change in the sport of cricket in Scotland.

Further information in relation to this role is available within the Job Description.

To be considered for this exciting opportunity, please provide a copy of your CV and a covering letter to [stevesnell@cricketscotland.com](mailto:stevesnell@cricketscotland.com) by **5<sup>th</sup> January 2024**.