

Men's Head Coach Job Description



Job Purpose

In this role, the post holder is responsible for influencing the performance and development of a world class Scotland Men's national team, capable of competing in all formats, at all levels of the game and inspiring people of all ages to engage with the team and the game of cricket in Scotland.

The Head Coach will possess the characteristics, lived experience and motivation to connect with players at various stages in their careers in match play and training settings, enabling the team to perform on the field and to continue to develop and transition a multi-skilled talent pool into the Scotland Men's national team.

Main Duties and Responsibilities

Team performance

- The Head Coach will have responsibility for the preparation, performance, and management of the Scotland Men's national team in all formats of the game.
- Qualification for major tournaments and the ability to compete effectively at ICC global events will be a key area of focus.
- The Head Coach will be responsible for developing a squad which meets and exceeds the strategic and performance objectives as set out by Cricket Scotland, being directly accountable in the first instance to the Head of Performance.

Coaching

- The Head Coach will be a skilful and adaptative operator who can communicate effectively, inspiring, improving and connecting the squad to continue to compete and perform on the world stage.
- The Head Coach will be motivated to work with Cricket Scotland's promising, pathway and less experienced players with a view to helping aid their transition into international cricket.
- The Head Coach will provide these developing players with the skills base and environmental components required to thrive and ultimately become the next generation of Cricket Scotland's elite performance players.

Team Selection

- The Head Coach will be a member of the National Selection Panel and will liaise with Head of Performance, Captain, and selection committee to ensure that team selection is thoughtfully planned with the team's short, medium, and long-term competing demands in mind.
- As part of the National Selection Panel the Head Coach will contribute to a well-managed, process driven selection, conducted with the highest degree of transparency.

Planning and Communications

- The Head Coach will ensure that player and support staff workload and schedule is effectively managed and communicated in a proactive, organised, and consistent manner.
- The Head Coach will do everything possible to maximise positive player welfare and provide opportunities in the schedule for players and staff to prioritise identified areas which contribute to positive well-being.

Review Process

- In conjunction with the Head of Performance, the Head Coach will ensure that all players and support staff have an effective action plan and review process, which is clearly signposted, documented, actioned, championed, and reviewed against.
- This will be part of a formal appraisal process which all playing and support staff will undertake with the Head of Performance and the Head Coach.

Support Staff

- The Head Coach will lead and line-manage a team of support staff, including Batting and Bowling Coaches and a Medical Officer, and collaborate with outsourced SIS Head of Physical Preparation, Physio, and consultant specialists.
- The Head Coach will communicate with the Cricket Operations Manager to carry out team-management and logistics support.

Environment

- The Head Coach will foster an environment and a proactive culture for players and staff which encourages, supports, stretches, and promotes inclusiveness and positive wellbeing, and is representative of the game of cricket in Scotland.
- The Head Coach will promote and continually enhance an environment that the players and staff relish coming to work in, and which promotes a cycle of continuous improvement.

Equality, Diversity, and Inclusion (EDI)

- The Head Coach will demonstrate, at all times, a commitment to equality, diversity, and inclusion behaviours, decision-making and working practices.
- The Head Coach will advocate the values of safety, dignity, fairness, equality, and respect.
- In conjunction with the Head of EDI, the Head Coach will drive and monitor Cricket Scotland's EDI plan and ensure EDI is embedded in all areas of the business.
- They will liaise with and provide pathway opportunities for all identified equality cohorts, through stakeholder engagement including, but not limited to, South Asian Cricket Academy in partnership with Cricket Scotland, and Scottish Women in Sport.
- The Head Coach will 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 Scotland players, support staff, and SIS staff.

- Ensure a strong working relationship with the Head of Performance and Head of Talent Pathway and connected teams such as Scotland A and the Academy.
- Ensure a strong working relationship with Cricket Scotland's CEO and Board.
- Ensure a strong working relationship with Cricket Scotland's Ground and Operations staff, who are involved with the logistics and operation of performance venues for training and matches.
- Ensure a strong working relationship with Cricket Scotland's Communications team and external media outlets and ensure that Scottish cricket and its interests are well represented and promoted nationally and globally.
- Regular liaison with the Scottish Cricket Association.
- Continue to develop close working relations with the South Asian Cricket Academy in partnership with Cricket Scotland.
- Work closely with Head Coaches at County Clubs, Regional Directors of Cricket, and International Heads of Performance.

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		
Education and Experience	Essential	Desirable
	<ul style="list-style-type: none"> • Extensive experience of cricket coaching and player development. • 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. • Experience of specialist or skill set lead coaching within a coaching team, e.g. Batting Coach. • 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"> • ICC/ECB Level 4 or Specialist Coach course or equivalent. • Coached regularly at first-class level. • International coaching experience. • Experience of specialist or skill set lead coaching within a coaching team, e.g., Batting Coach. • 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.
Knowledge	<ul style="list-style-type: none"> • A passion for cricket and a thorough understanding of the game's technical, tactical, and strategic aspects. 	

	<ul style="list-style-type: none"> • Knowledge and understanding of high-performance sports and environment. 	
Skills and Abilities	<ul style="list-style-type: none"> • Proven leadership and management skills, with the ability to inspire and motivate a team. • Ability to develop and implement effective game strategies. • Excellent communication, interpersonal and stakeholder management skills. • Proven organisational ability. 	
Other	<ul style="list-style-type: none"> • Ability to live and work in the UK. 	