



LORD'S TAVERNERS
Giving young people a sporting chance



DISABILITY DEVELOPMENT OFFICER (Lord's Taverners and SUPER 1s)

JOB DESCRIPTION

Job Title: Disability Development Officer (Super 1s)

Hours of work: 37.5 hours per week

Reports to: Cricket Scotland and Lord's Taverners

Date Effective: ASAP

Remuneration: £20,000 + expenses

Cricket Scotland, in partnership with the Lord's Taverners, wish to appoint a Disability Development Officer to deliver the new and exciting Super 1s programme. The officer will provide community-based cricketing opportunities, both competitive and coaching, for young people with disabilities.

The Development Officer will use the power of cricket as a tool for change; increasing confidence, communication, leadership and independence in the participants.

This new and exciting role seeks an energetic and enthusiastic individual who has a passion for supporting and developing young people, working with multiple partners and organisations.

JOB PURPOSE & FOCUS

The focus of this role is to deliver the aims and outcomes of the Super 1s program which are:

- To positively impact the lives of young people with a disability through cricket and the programme brand of Super 1s
- To develop initiatives that increase personal skills such as confidence, communication, leadership and independence. Ensure participants personal growth can develop beyond cricket
- To create opportunities for young people with a disability to regularly attend a community hub that encourages growth, a sense of belonging and cricket activity
- To promote and implement the Cricket Scotland Development Plan and Policies

- To promote and develop the game of cricket in clubs, hubs, schools and the community and offer both participation and competitive opportunities

The needs of this role are:

- Plan, deliver and review the Super 1s disability community hubs that are aligned to the needs of the local people
- Successfully engage young disabled people aged 12-25 years old into a community-based hub
- Deliver a year-round cricket programme that is diverse, inclusive and is open to young people with a disability from the community
- To capture disability customer insight and produce yearly impact reports
- Develop cricket opportunities for all players of all standards (coaching, tournaments, teams or casual play)
- Deliver a year-round competition that engage all disability community hubs in a minimum of 4 competition days and a final
- Create a sustainable pathway for higher ability players through increased Super 9s and Regional squad provision.
- Develop partnerships with external organisations and stakeholders resulting in an enhancement of the cricket development plan
- Manage and run monitoring and evaluation of the programme through the provided online system
- Maintain regular communication and dialogue, whilst also capturing feedback, opinion and a review of satisfaction
- Provide formal written reports and case studies, and ensure that all monitoring and evaluation is undertaken as required
- Work closely with existing cricket clubs to engage with disabled people where possible
- Mentor volunteer club and community coaches working in schools, clubs and community hubs providing support to retain players
- Support the development of the wider pool of volunteers and sports coaches by mentoring and / or signposting for opportunities both formally and informally
- Ensure the branding and identity of the programme within delivery
- Organise and deliver launch events to raise awareness of the programme
- Increase awareness of the Super 1s programme locally

The successful post holder will be:

- Committed to improving the lives of young people
- Committed to their own personal professional development and play an active role in the professional development of your colleagues
- Represent the Lord's Taverners and Cricket Scotland in a positive and professional manner at all times
- Ensure the health, safety and welfare of yourself, participants and others at all times
- Conduct sessions in accordance with the appropriate ECB and Cricket Scotland guidelines and good practice

- Take part in other activities as and when required
Perform all duties in an equitable manner and to actively promote the principles of equality amongst colleagues, partners and service users
- Conform to, actively commit to and promote both the Lord's Taverners and Cricket Scotland values when using any communication

QUALIFICATIONS AND EXPERIENCE

Essential

- High levels of energy and enthusiasm and the desire to succeed
- Experience of delivering community development programmes
- Experience of working within Sports Development with recreational sports clubs and the enthusing of volunteers
- Experience of partnership working and the ability to create strong and sustainable links
- Experience of working in both school and community settings
- Excellent knowledge of disability and understanding of inclusivity, challenges and personal development concerning disability
- The ability to develop and implement high quality, varied and creative activity/cricket sessions
- Good project management skills and ability to prioritise and work to deadlines
- Excellent customer service skills, with the ability to build relationships and communicate effectively with a diverse range of people.
- Effective communicator and the ability to engage with people of all levels
- Excellent leadership skills
- Ability to work independently and as part of a team
- Excellent administrative skills and evidence of project work
- Computer literate and effective user of Word, Excel, Outlook and other Microsoft programmes
- Child protection trained or, commitment to achieving this within a short period of time
- First Aid trained or, a commitment to achieving this within a short period of time
- Cricket Scotland PVG checked
- Ability to travel independently between sites (Full and valid driving license)
- Willingness to work 'unsocial' hours, including evenings and weekends

Desirable

- Experience as a cricket coach to ECB level 2 or UKCC2 (or overseas equivalent)
- Understanding and experience of a variety of Cricket Development programmes
- Experience of managing a cricket coaching programme
- Experience of working with inactive people in recreational sport and/or physical activity sessions

- Experience of working with people with disabilities
- Experience of mentoring, supporting and encouraging volunteers
- Experience of monitoring and evaluating the impact of sessions and programmes
- Experience of working on cricket specific projects
- Experience of teaching/coaching children of all ages

SUPERVISION AND WORK PLANNING

The Disability Development Officer will work across Scotland and will have office space available at National Cricket Academy, MES, Ravelston Edinburgh.

The employee's normal working days will be Monday-Friday and will normally be expected to complete at least 37.5 hours in a week. The employee will not normally be required to work before 9am, however, due to the nature of the work involved in this position, the employee will be required to work some evenings and possibly weekends. The post holder will be required to carry out their duties at such times and on such days that are the most effective to perform the responsibilities of the position.

GENERAL

This job description outlines the principle accountabilities/main duties relating to this post and does not describe in detail all the duties required to carry them out. Other duties may be required to be undertaken from time to time as directed by Cricket Scotland.

If you require further information about this post, please contact Ammar Ashraf ammarashraf@cricketscotland.com 07837 129845. If you would like to be considered for this vacancy please send a short cover letter and CV to applications@cricketscotland.com.

Cricket Scotland is an equal opportunities employer and as such will not discriminate against any employee because of a protected characteristic (sex, race, disability, age, gender reassignment, sexual orientation, marriage and civil partnership, pregnancy and maternity, religion or belief).

IMPORTANT DATES

- Deadline for applications is midnight on Sunday 24 November 2019
- Candidates invited for interview will be contacted via email by Tuesday 26 November 2019
- Interviews will be held at Cricket Scotland's offices on Thursday 28 November 2019