

Job Title:	Pathway Manager		
Department/Group:	Performance	Reporting to:	Performance Director/Performance Cricket Manager
Location:	Flexible within Oxfordshire	Travel Required:	Yes
Level/Salary Range:	TBD	Position Type:	Full-Time

External Posting URL:	External Posting URL
Internal Posting URL:	Internal Posting URL

Role Description
<p>AIMS OF THE ROLE</p> <p>Oxfordshire Cricket’s Mission is:</p> <p>‘To develop and protect the future of Cricket by making it a sport of choice in Oxfordshire’</p> <p>Our vision is to deliver a sustainable and high-performing talent development system, which through an aligned and coherent approach aim is to;</p> <ul style="list-style-type: none"> ● Support and inspire individuals to thrive and stay in the game ● Sustain a talent pipeline that populates recreational and professional cricket ● Produce repeated and long-term performance achievements <p>The purpose of this role is to support the Board to achieve the stated mission and to work closely with the Director of cricket to deliver a sustainable and high-performing talent development system. The postholder will play an influential role in developing a constant stream of local, representative and professional players through the effective management of the Pathway for girls and boys between the ages of 8 and 18.</p> <p>As a senior leader within Oxfordshire Cricket this role will also be expected to contribute to the other areas of focus that have been identified. This is particularly the case in working collaboratively with the Performance Cricket Coordinator and Participation and Growth team within Oxfordshire Cricket.</p> <p>ROLE AND RESPONSIBILITIES</p> <ul style="list-style-type: none"> ● Talent Development Programmes– Lead the day-to-day management of the Pathway for girls and boys between the ages of 8 and 18. This includes scheduling the programme, managing coaching resources, leading the player feedback process and communications to parents. Some pathway coaching will be expected. ● Supplementary Programmes - Plan and deliver a breadth of supplementary player development programmes in order to provide access to coaching and additional support to a range of players within Oxfordshire namely; <ul style="list-style-type: none"> ○ Oxfordshire Bulls – Lead and grow the existing Bulls programme which aims to bridge the gap between independent and state school playing opportunities by providing a programme of support for state school players across the foundation phase of the Pathway.

- **Player Development Workshops** - Provide Boys and Girls with opportunities to access additional coaching and support via workshops or training camps to guide their development through the academic half term and School holiday periods.
- **Transition support programmes** - Deliver a programme of development opportunities through the summer to support players deselected from the annual Pathway programme.
- **Girls Emerging Players Programme** – Coach the individualised programme of support to select girls aged between 13 and 18 which provides players of high potential with crucial early development opportunities and a clear route into Academy and professional structures with the Southern Vipers.
- **Links to Participation** – Create an integrated approach with the Participation and Growth team to ensure that there remains a healthy number of nominations for the pathway, forging relationships with the local schools and clubs to track the development journey of players exiting the pathway, or who are not a member of a club, are kept within the local cricket community.

QUALIFICATIONS AND EDUCATION REQUIREMENTS

- ECB level 3/ Advanced Coach Coaching Qualification
- ECB Coach Developer
- ECB Enhanced DBS verified
- Safeguarding Young Cricketers and First Aid certificated
- ECBCA member
- Valid full driving licence with the ability to travel independently and use of own car
- Strength and Conditioning qualifications desirable but not essential
- Sports Psychology qualifications desirable but not essential
- Sports Nutrition qualifications desirable but not essential

PREFERRED SKILLS

- **Professional Knowledge** - Strong understanding of talent development programmes and environments and the ability to deliver coaching and support to players aged between 8 and 18 years of age.
- **Stakeholder Management** – Able to maintain effective relationships with the people who have the most impact on the role, both internally and externally. Communicating with each one in the ‘right way’ in order to collectively achieve.
- **Planning & Organising** – Able to map out the stages of work required and get them completed utilizing the resources available.
- **Adaptability** – Able to adjust to the different conditions that they may face in the role. Understanding what the correct thing to do is in order to achieve.

ADDITIONAL NOTES

- This role will require an exceptional amount of flexibility from the role holder in terms of hours of work. There will be extensive requirements to work both weekends and evenings. However, Oxfordshire Cricket is committed to the Wellbeing of its employees and will ensure that the role holder has appropriate time off during their week.

Reviewed By:	Chris Parkinson & Matthew Barnes	Date:	20th May 2021
Approved By:	Chris Clements	Date:	Date
Last Updated By:	Name	Date/Time:	Date/Time