



Job Title:	Physical Performance Coach		
Department/Group:	Performance	Reporting to:	Performance Director
Location:	Flexible within Oxfordshire	Travel Required:	Yes
Salary:	£2,950.00	Position Type:	Fixed-term (part-time) 10 month contract (150 hours/20 days FTE), commencing 14th November 2023 and ending 14th September 2023.

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 aims 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 Performance Director to deliver a sustainable and high-performing talent development system. The postholder will be responsible for the physical development and performance of the high-potential players selected onto the Boys Emerging Players Programme (EPP), whilst contributing to the wider talent development system via the delivery of coaching and educational workshops.</p>	
<p>ROLE AND RESPONSIBILITIES</p> <ul style="list-style-type: none"> ● Programme Delivery and Management- Lead and optimise the physical development and performance of all high-potential players within the Boys Emerging Players Programme (EPP) through the delivery and day-to-day management of high-quality physical preparation services. This includes constructing a periodised physical preparation programme, the delivery of coaching to improve physical performance, reduce injury and to teach lifelong movement competence. <ul style="list-style-type: none"> ○ Physical Performance - Ensure that high-potential players achieve and maintain an optimal level of physical conditioning, utilising player development plans to develop as athletes and individuals, and to aid their transition into academy and professional structures. Ensure that physical performance coaching is underpinned by strong evidence-based research leading to 	

quality implementation of strategies to inform coaching provision. Undertake annual physical performance testing with integrated individual monitoring to ensure the efficacy of the training programmes.

- o **Injury Prevention** - Minimise the impact of injury and illness on availability and performance by providing specialist input as required to support injury risk reduction, injury management, rehabilitation, and the return to performance of injured players.
- o **Administration** - Complete administrative tasks associated with the emerging players programme (EPP) during the preparation and competition programme phases, including the tracking and monitoring of physical performance, assessments and workload and the ongoing support of individualised player development plans. Complete other tasks associated with the talent development system from time to time as directed by the Performance Director.
- **Talent Identification, development and selection** - Attend and contribute towards discipline specific and integrated player meetings, including the scouting processes that identify, track and monitor players of high potential to inform emerging player programme selections. Align to the player recruitment processes that assist the identification of talent and ensure that informed, and meritocratic talent selection decisions are made without bias.
- **Talent Development System** – Deliver coach development and educational workshops within other talent development programmes as directed by the performance director, including coach development sessions for coaching employees to help integrate greater physical provision into our pathway programme and educational workshops for players and parents and guardians' to support physical development, injury prevention and movement competence.
- **Safeguarding** - Maintain the highest standards of safeguarding provision, player welfare and pastoral care to establish safe, and supportive environments always.
- **Key Relationships** - Communicate and interact effectively with players, parents or guardians and the coaching team to successfully deliver the Boys Emerging Players Programme and to support the long-term development of players across the talent development system.

QUALIFICATIONS AND EDUCATION REQUIREMENTS

- A qualification at degree level (or equivalent) in Sports Science and/or relevant Strength and Conditioning Certificate with evidence of continuing professional development (essential)
- UKSCA Strength and Conditioning Accreditation (essential or working towards)
- A qualification at higher degree level (Masters or equivalent) specialising in the physical preparation of elite athletes (desirable)
- Membership to a professional organisation REPS or CIMSPA (desirable)
- Safeguarding Young Cricketers and First Aid certificated (essential, or to be obtained before commencement)
- ECB Enhanced DBS certified (essential)
- The ability to travel independently to places of work within and outside of the county border (essential).
- ECB Level 2/ECB Core Coach or working towards (desirable)

PREFERRED SKILLS

- **Professional Knowledge** - An understanding of talent development programmes and experience in the delivery of physical preparation programmes, coaching, and outstanding player support to players aged between 13 and 18 years of age.
- **Planning and Organising** – Able to map out the stages of work required and get them completed utilising the resources available.
- **Stakeholder Management** – Able to maintain effective relationships with the people who have the most impact on the role, both internally and externally in a clear, timely and professional manner.

Communicating with each one in the 'right way' to collectively achieve. Recognising each stakeholder may require a different approach to achieve desired outcomes.

- **Adaptability** – Able to adjust to the different conditions that they may face in the role. Understanding what the correct thing to do is to achieve.
- **Behaviours** - Able to work independently and as part of a team, alongside excellent verbal, nonverbal and written communication skills. Able to adhere to policies and maintain professional boundaries, particularly when working with pathway players between the ages of 8 and 18.

ADDITIONAL NOTES

- The role will require the postholder to work two, two hour evening training sessions per week (Tuesday and Thursday) during a fifteen week preparation phase (November to March) and one, two hour evening training session per week (Tuesday or Thursday) during a ten week competition phase (April to July). This role will also require a degree of flexibility as the post holder will work at other times on a flexible, "as required" basis to deliver at EPP training camps and match days (April to August), to complete administrative duties and to attend player meetings. The role will require the post holder to deliver coach development and educational workshops within the wider talent development system as directed by the performance director.
- This role description contains the main responsibilities of the physical performance coach role, but does not describe in detail all of the duties that may be required to be carried out. Oxfordshire Cricket is committed to the wellbeing of its employees and will ensure that the role holder has required working breaks.
- The role is advertised as a fixed term position, but there is scope to negotiate a casual position and the opportunity for additional, paid work assignments across the talent development system should the post holder also hold a cricket coaching qualification.
- Oxfordshire Cricket are committed to being an Equal Opportunities Employer and all positions are subject to a safer recruitment process. Individuals must have the right to live and work in the United Kingdom and only shortlisted candidates will be notified and invited to interview.

Reviewed By:	Matthew Barnes	Date:	5th October 2023
Approved By:	Chris Parkinson	Date:	5th October 2023
Last Updated By:	Matthew Barnes	Date:	5th October 2023