



Player Development Coach

Role Pack





Introduction

Dear Applicant,

Thank you for your interest in joining Oxfordshire Cricket. I am delighted that you are considering working here. As a member of the workforce, you would play a pivotal role in supporting us to deliver our strategy and ambition to develop and protect the future of cricket by making it a sport of choice in Oxfordshire.

We are seeking to appoint an ambitious, inclusive and proactive individual, who will work closely with our workforce and key stakeholders, to inspire and motivate people to play cricket by delivering fun, engaging and active sessions across our Schools, Community, State School Support, Talent Pathway and cricket programmes within a wide range of environments.

Please take some time to look at our website, <https://www.oxfordshire.cricket>, as this will tell you a lot about us and give you an idea of everything we do.

I hope that you might see yourself joining us and helping to make a difference.

Nick Pinhol

Operations Director at Oxfordshire Cricket



About the Organisation

At Oxfordshire Cricket our mission is to develop and protect the future of cricket by making it a sport of choice in Oxfordshire.

Overview

We are responsible for growing the game through increasing participation at all levels in Oxfordshire. We manage a comprehensive programme of representative cricket for boys, girls, women and men. Our elite programme is a proven provider of talent to the first-class game. We work hand in hand with Sussex, our first-class partner in providing a progression pathway for our best young players.

Oxfordshire Cricket employs 7 full-time staff and 4 part-time staff with a larger casual workforce and an annual turnover of c. £800k. We have 86 affiliated clubs, 44 junior sections, 14 women's sections and 23 girls' sections.

Further information can be found on our website by [clicking here](#).

History

The Oxfordshire Cricket Board (OCB) was formed in 1996 as an amalgamation of the Oxfordshire County Cricket Club (OCCC) and the Oxfordshire County Cricket Association (OCCA). Oxfordshire were unique at this time in merging its County Club and Association into a single body, a move that is now being followed by other counties. In April 2011 the OCB was incorporated as a company limited by guarantee. This met one of the ECB's criteria for becoming a high-performing County Cricket Board. We are one of the 41 voting members of the national governing body.

County cricket in Oxfordshire can be traced back to 1779 when the county played a match against Berkshire. By 1787 a County Club existed, the first such organisation in the UK. Although in and out of existence during the 19th Century, Oxfordshire was one of the founder members of the Minor Counties Cricket Association (MCCA) when it started its competition in 1895. After folding in 1906, the County Club was resurrected in December 1921 and has played in the Minor Counties Championship since that date.

Oxfordshire has been National County Champions on 5 occasions, in 1929, 1974, 1982, 1989 and most recently in 2021. In 2014 they were finalists in the Unicorns Trophy knock-out competition. In 2022 Oxfordshire won the T20 competition for the first time, beating Cambridgeshire in the final.

Our 2022 School, Community and National Programmes Impact

- 9000+ Unique Participants
- 37 Whole School Programmes
- 57 Engagement Days
- 19 School Festivals
- 4 Street Cricket Projects
- Street Projects in Cowley, Banbury and Blackbird Leys
- 11 Bursary Funded National Programmes
- Over 2300 National Programmes Sign Ups

Job Description

Job Title:	Player Development Coach		
Department/Group:	Participation and Performance	Reporting to:	School and Community Programmes Manager while also working closely with the Pathway Manager
Location:	Flexible within Oxfordshire	Travel Required:	Yes
Level/Salary Range:	£22,000-£24,000 depending on experience	Position Type:	Full time Permanent

Role Description

AIMS OF THE ROLE

Oxfordshire Cricket's Mission is:

'To develop and protect the future of Cricket by making it a sport of choice in Oxfordshire'

Our focus will be:

- Promote cricket within different coaching environments to attract new participants
- To identify young cricketers in school settings and signpost to local clubs
- To retain young people in the game by offering opportunities and personal development through different aspects of cricket
- To inspire and motivate people to play cricket by delivering fun, engaging and active sessions, leaving a legacy and positive feeling towards the sport.

The aim of this role is to grow the game at every opportunity and promote the long-term success and growth of players, officials and community venues. This role will deliver across all of Oxfordshire Cricket's programmes which includes but is not limited to: Primary Schools, Secondary Schools, Hubs, Community, State School Support and our Talent Pathway

They will report directly to the School and Community Programmes Manager and will work in parallel with the Pathway Manager.

ROLE AND RESPONSIBILITIES

- Deliver engaging, safe and fun cricket sessions across our participation programmes: Primary Schools, Secondary Schools, Hubs, Community, State School Support.
- Lead, develop and manage a playing offer such as Player Development Workshops, Summer Cricket Player Development Workshops, French Cricket and Half Term Workshops
- Undertake all programme data requirements and administrative tasks which includes but is not limited to: liaising with parents, schools, coaches, officials and venues
- Promote strong links between schools, clubs, local organisations (such as faith groups, Local Authorities) and national programmes
- Complete all administrative tasks associated with the management of any programmes that you are given responsibility for within agreed deadlines/ timelines
- Work collaboratively with the Oxfordshire Cricket staff and key stakeholders. Share good practice with the Club network. Serve as a role model acting with integrity and impartiality and communicating with transparency
- Deliver Talent Development environments and outstanding player support in line with our content framework to maximise the potential and performance of players and teams in the observation, preparation and competition phases of our annual pathway programme

- o Ensure that girls and boys aged 9 to 18 have opportunities to be identified, developed and selected, and that pathway experiences foster a lifelong enjoyment and connection to the game
- o Complete administrative tasks associated with activity including but limited to; contributing to our player identification and selection process, player feedback process, liaising with parents/guardians to share relevant information and end of season tasks.
- o Align to the player identification and selection process to ensure that well informed talent selection decisions are made based upon merit and without bias.

The duties and responsibilities relating to this position are typically carried out at varying times of the calendar year. Other duties may be required to be undertaken from time to time as directed by the School and Community Programmes Manager.

EXPERIENCE

- Experience in inspiring young people to take up sport

SKILLS AND ABILITIES

- Ability to lead and coach in a range of different environments such as schools, communities, workshops across any age groups
- Outstanding communication skills, including experience in communicating effectively across varied audiences, both verbally and in writing
- Ability to present and enthuse
- Able to build and maintain good relationships with key stakeholders
- Excellent organisational, planning and project management skills. Able to map out the work stages required and complete them utilising the resources available.
- Ability to interact with employees and volunteers at all levels of the organisation
- An understanding of talent development programmes and talent development, and the ability to deliver coaching and support to players aged 9 to 18.

PERSONAL QUALITIES

- Work weekends and evenings to deliver coaching (with time off in lieu taken during the weekdays)
- A passion for growing junior cricket and providing a fantastic experience for young people
- Outgoing and confident, a 'people person' who enjoys establishing new relationships and understanding different perspectives
- Energy, enthusiasm and self-motivation
- Innovative and dynamic
- Committed to your own ongoing personal development
- Understand and is committed to the protection and safeguarding of children and young people

QUALIFICATIONS AND EDUCATION REQUIREMENTS

- Level 2/ Core Coach
- ECB Enhanced DBS verified
- Safeguarding Young Cricketers and First Aid certificated
- Ability to travel independently
- Excellent communication, organisation and planning skills
- Efficient time management and the ability to absorb pressure at peak times of the year
- Ability to work independently or as part of a team
- Computer literate and proficient in Microsoft word, excel, powerpoint and other programmes

Oxfordshire Cricket is committed to safeguarding the welfare of children and young people and expects all staff to share this commitment. All appointments are subject to a satisfactory enhanced DBS check.

Additional Notes

- Willingness to work occasionally unsocial hours as required. Time in lieu will be offered.

- This role will require flexibility from the post holder in terms of hours of work. There will be occasional requirements to work both weekends and evenings. However, Oxfordshire Cricket is committed to the Wellbeing of its employees and will ensure that there is flexibility with taking time in lieu
- This job description outlines the principal 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 Oxfordshire Cricket Board Ltd

How to Apply

Please complete and submit the Safer Recruitment Application Form alongside a Covering Letter to Nick Holroyd at NHolroyd@oxoncb.com by **5pm on 27th of November** -.

Completing your application

- Please read all the information provided before completing your application.
- Please note that prior to submission of your application, you will be required to submit a covering letter which provides you with an opportunity to introduce yourself and explain your motivation for the role.
- Please do not send testimonials, certificates or examples of work etc., unless specifically requested in the Job Pack.

References

All offers of employment within Oxfordshire Cricket are subject to the receipt of a minimum of two satisfactory references. One of the references must be from your current or most recent employer.

Conditional Offer of Appointment

Any offer to a successful candidate will be conditional upon the following:

- verification of identity;
- verification of qualifications and professional status;
- a satisfactory criminal records check at enhanced level through the Disclosure and Barring Service (DBS);
- a check against the Barred List;
- verification of the right to work in the UK;
- receipt of at least two satisfactory references;
- a check for gaps in your employment history;
- satisfactory completion of the probationary period.

NOTES.

Potential candidates with queries not already addressed in this job pack might like to contact Nick Holroyd, to have those questions answered. Please note though that this is not a necessary part of the application process and is really just to cover the possibility of very specific questions needing to be answered prior to an actual application. Contact for this should be made via email to NHolroyd@oxoncb.com