



<b>Job Title:</b>	Women's Head Coach		
<b>Department/Group:</b>	Performance	<b>Reporting to:</b>	Performance Director
<b>Location:</b>	Flexible within Oxfordshire	<b>Travel Required:</b>	Yes
<b>Salary:</b>	£385 per month excluding expenses. Total £2,310	<b>Position Type:</b>	Fixed Term, 6 month contract commencing 1st April 2025 and ending 30th September 2025 Scope to discuss extension for the 2025-2026 programme.

Role Description
<p><b>AIMS OF THE ROLE</b></p> <p>Oxfordshire Cricket's Mission is:</p> <p><b>'To develop and protect the future of Cricket by making it a sport of choice in Oxfordshire'</b></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"> <li>● Support and inspire individuals to thrive and stay in the game</li> <li>● Sustain a talent pipeline that populates recreational and professional cricket</li> <li>● Produce repeated and long-term performance achievements</li> </ul> <p>The purpose of this role is to lead the delivery of the Women's representative team programme and to support Oxfordshire Cricket to achieve the stated mission. Working closely with the Performance Director and coaching team, the Women's Head Coach will play a crucial role in the overall success of the Women's programme with primary responsibility to foster an environment in which individuals can thrive, to accelerate the development and performance of players and to compete within competitions. The Women's Head Coach will be accountable for the performance of the team in the Tier 3 competitions of the newly formed England and Wales Cricket Board (ECB) Women's Domestic Structure for 2025-2029 and achieving the deliverables of Oxfordshire Cricket's County Partnership Agreement with the ECB.</p> <p><b>ROLE AND RESPONSIBILITIES</b></p> <ul style="list-style-type: none"> <li>● <b>Programme Delivery and Management</b> <ul style="list-style-type: none"> <li>○ Lead the day-to-day management of the Women's team in alignment with the strategy, programme outcomes and budget set by the performance director.</li> </ul> </li> </ul>

**Oxfordshire Cricket**

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- o Complete administrative tasks associated with the Women's team during the preparation and competition programme phases, including those directed by Oxfordshire Cricket and required deliverables of the ECB County Partnership Agreement.
  - o Support the underpinning administrative process of programme delivery including player availability, kit requirements and player registrations.
- **Preparation and Competition**
    - o Deliver talent development environments, coaching and outstanding player support that maximise the potential and performance of both players and the Women's team in training and competition during the preparation and competition phases
    - o Prepare the Women's team for matches in line with the programme objectives set by the performance director and in compliance with the deliverables of the County Partnership Agreement (CPA) between Oxfordshire Cricket and the ECB.
    - o Develop strategies that meet game demands and maximise the on field success of the Women's team, including strengths based approaches, team set up analysing performance and
    - o To support the Women's captain and players with in-game decisions, providing guidance on tactics to improve performance, decision making and execution.
- **Player Development, Management and Recruitment**
    - o Align to the player recruitment processes that assist the identification of players and ensure that informed, and meritocratic selection decisions are made without bias
    - o Play role in the processes associated with the identification, development and selection of players, leading the selection of the training and playing squads in accordance with any selection policies established by Oxfordshire Cricket
    - o Attend and contribute towards player selection meetings and depth chart planning, including the scouting processes that identify, track and monitor players of high potential from the County Age Group (CAG) programme, Women's League and local University Cricket.
    - o Help facilitate crucial development opportunities for players by providing the appropriate high challenge and high support, assisting the advancement and progression of players from Oxfordshire, and movement of players into Tier 1 Academies, Tier 1 or 2 Women's teams and professional cricket.
    - o Work collaboratively with the coaching team to enhance skill development and player development plans.
- **Team Dynamics and Culture**
    - o Foster collaborative, supportive and inclusive environment in which each player and member of the coaching team can belong to, be motivated by and thrive within.
    - o Be accountable for maximising the on and off field success of the Women's team, working collaboratively with the captain and the coaching to create a cohesive, high-performing environment.
    - o Manage and maintain relationships with players and members of the coaching team, communicating effectively to provide clarity, manage expectation and address matters arising.
- **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 of all ages, parents or guardians of players aged eighteen years and below and the coaching team to successfully deliver the Women's

representative programme. Work collaborative with first class county partners, Sussex Cricket, the ECB and the Tier 1 and 2 Counties within the defined ECB Talent Pathway Catchment Area.

#### QUALIFICATIONS AND EDUCATION REQUIREMENTS

- ECB level 3/ Advanced Coach Coaching Qualification (essential, or working towards)
- England and Wales Cricket Board (ECB) Enhanced Disclosure and Barring Service (DBS) certified (essential)
- A relevant qualification at degree level or higher (desirable)
- Safeguarding for Coaches and Activators certification (essential, or to be obtained before commencement)
- First Aid certificated (essential)
- ECB Coaches Association member (essential)
- The ability to travel independently to places of work within and outside of the county border (essential)

#### PREFERRED SKILLS

- **Professional Knowledge** - An understanding of talent development programmes and experience in the delivery of adult team programme, coaching, and outstanding player support to adults and adolescent aged players.
- **Planning and Organising** – Able to map out the stages of work required and to 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 adolescent and adult players. Role model and proactively develop a positive and inclusive team environment.

#### ADDITIONAL NOTES

- The role will require the postholder to work ten, two hour fortnightly training sessions (evening, day to be confirmed) and c. ten match days (Sunday’s, with the occasional Saturday) during the competition phase (April to August). The nine month contract between the period of 1st January and 30th September annually would also include ten, two hour training sessions per week (Sunday morning) during the preparation phase (January to March). This role description contains the main responsibilities of the Women’s Head Coach role, but does not describe in detail all of the duties that may be required to be carried out. The role will also require a degree of flexibility as the postholder will be required to work at other times to complete complete role responsibilities and other tasks directed by the line manager. Oxfordshire Cricket is committed to the wellbeing of its employees and will ensure that the role holder has required working breaks.
- Alongside this role, there is also opportunity for additional, paid work assignments on a casual basis during the period of employment across the wider talent development system via the delivery of coaching and educational workshops within the Girls Early Engagement Programme (U10s to 12s) and County Age Group Programme (Under 13s and 18s) for the suitable candidate.
- 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:	<b>14th March 2025</b>
Approved By:	Nic Pinhol	Date:	<b>14th March 2025</b>
Last Updated By:	Matthew Barnes	Date:	<b>14th March 2025</b>