



Job Title:	Women's Physical Performance Coach		
Department/Group:	Performance	Reporting to:	Performance Director
Location:	Flexible within Oxfordshire	Travel Required:	Yes
Salary:	£350 per month excluding expenses. Total £2,100	Position Type:	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

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 vision is to deliver a sustainable and high-performing talent development system, which through an aligned and coherent approach aims to.

- 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.

The purpose of this role is to impact the performance and overall success of the Women's representative team programme and to support Oxfordshire Cricket to achieve the stated mission. Working closely with the Performance Director, the Women's Head Coach and coaching team, the Physical Performance Coach will be responsible for the physical development and physical performance of players and injury prevention to maximise player availability.

Role and Responsibilities

- **Programme Delivery and Management** - Lead and optimise the physical development and performance of all players within the Women's representative team 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.
 - o **Physical Performance** - Ensure that players achieve and maintain an optimal level of physical conditioning, utilising player development plans to develop as athletes and individuals.. Ensure that physical performance coaching is underpinned by strong evidence-based research leading to quality implementation of strategies to inform coaching provision.

- o **Injury Prevention and Rehabilitation** - 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 **Physical Testing and Monitoring** - Undertake annual physical performance testing with integrated individual monitoring to ensure the efficacy of the training programmes.
 - o **Player Workload Management** - Stay on top of, or introduce systems to help monitor player training, competition or skill-discipline workloads i.e. pace bowlers. Provide education and guidance where required to support preparation, performance and recovery.
 - o **Administration** - Complete administrative tasks associated with the Women's programme during the preparation and competition phases, including the tracking and monitoring of physical performance, assessments and workload and the ongoing support of player development plans. Complete other tasks associated with the women's team from time to time as directed by the Performance Director or Women's Head Coach.
- **Player Recruitment and Selection**
 - o Attend and contribute towards player selection meetings and depth 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. Align to the player recruitment processes that assist the identification of players and ensure that informed, and meritocratic selection decisions are made without bias.
- **Team Dynamics and Culture**
 - o Positively contribute to fostering a 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 Head Coach, 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.

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)
- England and Wales Cricket Board (ECB) Safeguarding for Coaches and Activators 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 a coaching qualification (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 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.

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 Physical Performance 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 candida
- 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:	14th March 2025
Approved By:	Nic Pinhol	Date:	14th March 2025
Last Updated By:	Matthew Barnes	Date:	14th March 2025