

Women's and Girls' Cricket Coach

JOB DESCRIPTION

Job Title:	<u>Women's and Girls' Cricket Coach</u>
Contract:	Full Time – 35 hours
Salary:	£23,133
Benefits:	Life cover, company pension, bonus scheme, enhanced parental leave, sick pay and free Head Office parking
Hours per week:	35 hours per week, including some evenings and possible weekend work (flexible working and job share considered)
Responsible to:	Schools Development Manager
Location:	Our Head Office is at New Road, Worcester with daily delivery of sessions throughout Worcestershire & Dudley, as required by the Schools Development Manager

Job Context:

Worcestershire Cricket Foundation (WCF) exists to lead, support and influence the growth, quality and accessibility of recreational and community cricket across the county.

We strive to connect communities and improve lives by inspiring people to discover and share a passion for cricket, as well as shifting the perceptions of our game and becoming pioneers of inclusion.

Mission

Using cricket to provide opportunities for every individual across all our communities.

Vision

Empowering a county that is active, inclusive and supported through cricket for all.

Values

- **We are inclusive** – Ensuring cricket is accessible and enjoyable for everyone, across our diverse communities.
- **We are collaborative** – Working with local communities, clubs, schools and partners to amplify our impact.
- **We are investing** – Devoting resources to nurture our people and grow our programmes.
- **We have heart** – Infusing ambition, positivity and passion into everything we do.

Summary of Job Purpose:

As Women's and Girls' Cricket Coach, you will bring high-quality, fun, and welcoming cricket and multi-sports sessions directly to our communities. Your primary focus will be creating outstanding, positive experiences that leave participants feeling inspired, confident, and eager to return.

Role Description & Person Specification

Objectives:

- Plan and facilitate inclusive cricket and multi-sports sessions within mainstream schools and community groups.
- Run designated sessions for the Chance to Shine school initiative, MCC Foundation girl's hubs, Chance to Shine Street girls' clubs, and women's & girls' softball taster sessions/festivals.
- Deliver a range of cricket sessions across different environments and to diverse groups and participants of all ages, alongside the primary focus on women's and girls' cricket.
- Actively support and guide young people as they transition from school/community sessions into local cricket clubs.
- Lead and support delivery on girls only camps and 1-2-1's sessions.
- Welcome and support a diverse range of participants, including young people, disability groups, and communities facing barriers to sports participation.
- Maintain clear session records & registers, update data systems, and compile short case studies to celebrate individual and group successes.
- Support the Women's & Girls' Officer with sport development within the Women & Girls' game
- Promote all Worcestershire Cricket Foundation activities and offers.

The role description summarises the major roles and responsibilities of the appointment. It is not intended to exclude the job holder from being asked to undertake any other activities as required from time to time by the Senior leadership team, nor future changes to the job holder's responsibilities. The precise duties and responsibilities of any job may be expected to change over time. Job holders will be consulted over any proposed changes to this job description before implementation.

PERSON SPECIFICATION

Knowledge:

- An understanding of the delivery of high-quality, engaging and inclusive cricket coaching sessions including effective behaviour management.
- Awareness of the needs and barriers affecting young people, women and girls, and underrepresented communities.
- Knowledge of Worcestershire Cricket Foundation programmes and ECB programmes and objectives.
- Understanding of safeguarding requirements within a coaching and community sport environment.
- Awareness of participant pathways into club, community and lifelong cricket opportunities.
- Knowledge of coach development, mentoring and continuous improvement practices.

Experience and Skills

- Coaching young people and/or female participants in sport or physical activity.
- Planning, delivering and evaluating coaching sessions, including effective behaviour management.
- Working with schools, community organisations and local sports clubs.
- Building and maintaining positive stakeholder relationships.
- Engaging with underrepresented or hard-to-reach groups.
- Delivering softball and hardball cricket coaching.
- Presenting confidently to groups and stakeholders.
- Understanding sports development principles.
- Competent use of Microsoft Office and other IT systems.

Personal Attributes

- Positive, enthusiastic and proactive approach.
- Strong communication and interpersonal skills.
- Organised, adaptable and able to manage competing priorities.
- Able to work independently and collaboratively.
- Professional, customer-focused and relationship-oriented.
- Commitment to equality, diversity, inclusion and safeguarding.
- Flexible approach to evening and weekend working.
- Commitment to high standards and continuous improvement.

Qualifications:

The Job Holder must have:

- Eligibility to work in the UK.
- ECB Level 2/UKCC2/Core coach qualified.
- Safeguarding Young Cricketers/Safeguarding Level 2 (or be prepared to complete this prior to commencement of the role).
- An up-to-date ECB DBS check (or be prepared to undertake an ECB DBS check prior to commencement of the role).

The Job Holder will ideally have:

- First aid certificate (or be prepared to attend a First Aid course).
- A full clean current driving licence, and access to own transport.

Hours:

The employee's normal working days will be Monday – Friday and will be expected to complete at least 35 hours in a week. The employee will not normally be required to work before 9am, however, due to the nature of the work involved in this position, the employee will be required to work evenings and some weekends throughout the year. The policies of the Board reflect a 52-week, 7-day operation for all cricket provision. The post holder will be required to carry out their duties at such times and on such days that are the most effective to perform the responsibilities of the position.

Benefits:

- 25 days per annum plus statutory Bank Holidays
- Company Pension Scheme
- Branded WCF Kit
- Two volunteer days
- Enhanced Parental leave
- Enhanced Sick pay
- Free Car Parking
- Two Staff Social evenings
- Access to WeCare app
- Pluxee Reward App
- Life Cover
- Company Bonus Scheme

Workplace:

This is a predominantly delivery-focused role requiring regular travel across Worcestershire and Dudley to deliver programmes in a variety of community, educational and cricketing settings. The successful candidate will also be required to work from the Worcestershire Cricket Foundation offices at New Road, Worcester, WR2 4QQ, as required, to support organisational activities, meetings and administration.

Safeguarding:

Worcestershire Cricket Foundation is committed to safeguarding and protecting the children and young people that we work with. As such, all posts are subject to a safer recruitment process, including the disclosure of criminal records and vetting checks. We ensure that we have a range of policies and procedures in place which promote safeguarding and safer working practice across our services.

Equality of Opportunity:

Worcestershire Cricket Foundation will ensure that all existing and potential employees receive equal consideration and is committed to the elimination of unlawful or unfair discrimination on the grounds of age, gender, gender reassignment, marital or civil partner status, disability, race, colour, ethnic or national origin, religion/belief or sexual orientation.

How to apply:

If you require further information about this post, please contact Executive Director, Harry Kitchen, 07850 603939 or harry.kitchen@worcestershirecricketfoundation.co.uk.

To apply, please complete the online application form:

<https://forms.cloud.microsoft/e/Jd4uxaJMLD>

Deadline for applications is midnight on Monday 31st August.

Interviews are expected to take place during the week commencing 7th September.

Successful applicants invited to interview will be contacted by 5.00pm on Wednesday 2 September.

Please Note: Applications will be reviewed as they are received. We reserve the right to close this vacancy early should a suitable candidate be appointed.