

Job Description

Job Title: Women & Girls Pathway Manager

Name of Jobholder:

Reports to (title): Regional Performance Director of Women's Cricket

Department: Women's Cricket

Date:

Main Purpose of the Job

Women's and girls' cricket is set to be transformed as part of an exciting strategy to Inspire Generations by connecting communities and improving lives through cricket, ensuring cricket is a game for all. This role will look to identify and develop high performing cricketers as part of the Transforming Women & Girls Strategy. There is a long-standing history of a strong women and girls' pathway within Lancashire, this role will continue this journey and look to keep moving the pathway forwards in line with coaching principles laid out in the Lancashire Way.

The role will lead the pathway across County Age Groups, senior county women and talent pathway ensuring all are aligned, with a positive player experience a high importance. The role will integrate other coaches in the pathway and work collaboratively with the Sports Science and Medicine team.

Principle Responsibilities:

Design, lead and deliver the Lancashire girls pathway across winter and summer, ensuring a consistency of approach across all age groups and strongly aligned into the Lancashire Way. In addition, there is a need to deliver against the ECB Minimum Quality Standards.

Leading the U11 – U18 County Age Group development and competition programmes and appointing any additional coaches required across the pathway. Specifically here also acting as the U18 & U15 lead coach and ensuring training and match venues are sourced for all age groups.

Work with the RDoWC and Head of Talent Pathway to ensure the whole of Lancashire Cricket's coaching is aligned from top to bottom.

Design, manage and lead on the Emerging Players Programme (EPP)

Create an effective Lancashire senior women's programme that complements the regional structure

Line management and ongoing appraisal of all coaches working within Lancashire Cricket Women & Girls programmes

Act as an Assistant Coach at one Academy session per week and may be required to coach at other sessions, dependent on workload and discretion of the RDoWC

Lead on planning, monitoring and management of individual player plans.

Align the match play and training programme with the associated budget

Oversee, advise and work with the participation team on the transition of players from the recreational game into the performance game ensuring it is clear and open

Ensure that the key safeguarding and welfare policies are in place across the pathway

Provide coaching support and education to the LCF development centres including direct input into stage 3 and 4, ensuring the girls pathway is visible, transparent and accessible.

Plan for appropriate Sports Science & Medicine provision across the pathway and education for players and parents

Liaise with RDoWC, Head Coach and Senior Regional Talent Manager (Thunder) on talent ID and coaching programmes

Ensure excellent organisation, administration and communication of the pathway programmes, trials, selections and non-selections so that players, parents and clubs are clear on processes and structures.

Manage the kit provision and requirements for all girls CAG squads

Work closely with the ECB National Talent Manager to ensure the ongoing advancement of the pathway programmes and structures

Support workforce development (Coaches, Officials, Volunteers) across Lancashire and wider county network

Undertake a scouting role for players across the north west, working collaboratively with the Senior Regional Talent Manager

Awareness and involvement in club cricket and leagues to ensure that the talent pool is flourishing.

Manage the input into Play Cricket (e.g. fixtures, player data)

Link into the media team to provide relevant updates

Note: The Job Description summarises the major role and responsibilities of the job. It is not intended to exclude the job holder being asked to undertake any other activities as required from time to time by the Regional Performance Director of Women's Cricket, 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.

Nature and Scope of Job:

Job Context:

The role will lead programmes across the County Age Groups and talent pathway, ensuring all stages are clearly aligned, and that the player experience is of the highest quality. The role will work with several other coaches and performance specialists to deliver a high-performance environment and ensure that players are given the optimum level of support.

The role does require extended hours and regular travel throughout the country which will include some evenings, weekends and Bank Holidays in line with training, fixtures, meetings and events.

Working Relationships:

Regional Performance Director of Women's Cricket

Lancashire Head of Talent Pathway

County Age Group coaches

Senior Regional Talent Manager

Thunder Head Coach

Regional Talent Manager

Knowledge / Experience / Skills Needed

(the expertise needed to perform the job to the required standard)

Experience of leading talent development programmes

Experience of delivery as part of high-performance pathways, preferably with females

Excellent communication, interpersonal and influencing skills

Experience of organizing, planning and programming and monitoring of individualized player development plans

Qualified to at least ECB Level 2 with the ability to achieve ECB Level 3 within 12 months of appointment

Up to date first aid qualification

Outstanding organisation, planning and communication skills, and experience of working across a multi-disciplinary team of people.

Microsoft Office working knowledge/experience plus other IT systems

Full UK Driving Licence.

Disclosure and Barring Service (DBS) Certificate - A disclosure is an impartial and confidential document that details an individual's criminal record and where appropriate gives details of those who are barred from working with children.

Personal Attributes:

A high degree of personal resilience to cope with the demands of working within elite sport and juggling priorities and managing deadlines.

Ability to think on your feet and use problem solving skills whilst under pressure.

Ability to motivate, support and influence individuals and organisations.

High levels of energy and enthusiasm

Excellent communication and inter-personal skills, both written and verbal.

A positive attitude with initiative, focus and drive.

Innovative and creative

Ability to work independently and effectively under pressure.

Ability to work within a team and contribute to the overall success of the team.

Passionate to be part of the development of women's cricket.

Assignment and planning of work

(who will assign work to the person)

Regional Performance Director of Women's Cricket

Agreed and signed by

Jobholder

Manager

Date

Date to be reviewed
