



Job Description

Job Title: Regional Talent Manager

Reports to (title): Senior Regional Talent Manager

Department: Regional Women's Cricket

Date: November 2021

Main Purpose of the Job

The Regional Talent Manager (RTM) will work across County boundaries in conjunction with their Senior Regional Talent Manager (SRTM), focusing on developing effective relationships with Counties' Women's & Girls' pathways within the region. The RTM will connect County Age Group coaches, players, and programmes to the Women's Regional Structure within the South Central Region ensuring there is a clear alignment between County, Regional and England Women's Cricket Pathway programmes.

We are seeking an individual with a passion for talent development who can add value to multiple environments and have a positive impact on those around them. This role will suit those with an interest in creating and supporting positive learning environments and with the expertise in coaching young players with high potential to ensure young players can thrive; the ability to influence, communicate effectively, and work independently and as part of a team with a passion for continuous learning are priorities for the role. Reporting to the Senior Regional Talent Manager, the role will require extensive travel throughout the region as well as requiring extended hours, inclusive of weekends and bank holidays.

Specific Tasks and Responsibilities

- Influence and support Counties to develop players through programmes that are aligned to the ECB Talent Development Framework to provide a joined up, game wide approach to talent development
- Support Counties in the region to ensure the effective management of talented players who are identified as having the potential to progress on to the Thunder Academy to provide a collaborative and individualised approach to their programme delivery
- Support the SRTM as an assistant coach on the Regional Academy programme
- Understand, and be able to communicate, the talent identification and recruitment strategy for the Region which aims to ensure programmes are accessible, broadens the player pool and drives diversity and inclusion
- Support Counties with the development of individualised player development plans (IDPs)
- Work with the SRTM and Counties to ensure that match play and competition opportunities support talent development effectively for the Region
- Take on a scouting role as part of the Thunder talent identification & recruitment strategy
- Keep up to date with best practice and expertise across the fields of talent development and attend ECB CPD events and meetings to support the drive for a world leading player pathway

Knowledge / Experience / Skills Needed

Essential:

- Qualified to at least ECB Level 2 (Foundation II), with the ability to achieve ECB Level 3 (Advanced) within 12 months of appointment
- Excellent communication, interpersonal and influencing skills
- Interest in the areas of talent development and talent identification
- Experience of developing IDPs
- An appetite for continuous learning and development
- High levels of energy and enthusiasm
- The ability to use initiative working as part of a team or independently as required



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- Innovative and creative
 - Excellent IT skills with competent ability using Microsoft Office programmes
 - Full UK Driving Licence and ability to travel independently to various venues across the region
 - Disclosure and Barring Service (DBS) and Safeguarding Children certification – a DBS 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

Desirable:

- A degree in Sports Science, Coaching or a relevant field
- Knowledge of the ECB Talent Development Framework and/or alternative NGB frameworks
- An understanding and experience of best practice talent identification and selection processes
- An understanding and experience of Coach Development
- Up to date first aid qualification

The post holder will be expected to work evenings and weekends as well as have flexibility to dovetail working arrangements in with fixture and training schedules that will change from year to year and across each season.

Assignment and planning of work

Senior Regional Talent Manager

Agreed and signed by

Jobholder

Manager

Date

Date to be reviewed
