



In partnership with



Lancashire  
Cricket

## Job Description

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**Job Title: Senior Regional Talent Manager**

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**Name of Jobholder:**

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

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**Department: Women's Cricket**

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**Date: 19/4/22**

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### Main Purpose of the Job

Aligned to the objectives within the "Transform Women's & Girls' Cricket" priority in the Inspiring Generations Strategy, the Senior Regional Talent Manager (SRTM) will work across County boundaries and, in conjunction with the National Talent Manager, the Regional Performance Director of Women's Cricket (RPDoWC) and County contacts, work to connect players and programmes to the elite domestic structure within the Region and the England Women's Cricket Pathway (EWCP).

The North West region is made up of Lancashire, Cheshire and Cumbria with Lancashire Cricket acting as the Regional Host. The SRTM will line manage the Regional Talent Manager, lead on the delivery of the Thunder Academy and support Counties in the Region with delivery in line with the ECB Talent Development Framework.

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### Principle Responsibilities:

- Ensure the delivery of all player programmes (Thunder Academy, EPP, County Age Group) are aligned into the ECB Talent Development Framework to provide a joined up, game-wide approach to talent development.
  - Lead the Thunder Academy and influence Counties to plan for the development of players through programmes that value holistic and positive development experiences.
  - Support Counties to ensure the effective management of talented players who are identified as having the potential to progress on to the EWCP to provide a collaborative and individualised approach to their programme delivery.
  - Contribute to the development of a talent identification and recruitment strategy for the Region which aims to ensure programmes are accessible, broadens the player pool and drives diversity and inclusion.
  - Ensure players develop personal excellence through relevant, individualised, and outstanding learning and development experiences.
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- Work with the RPDWC and Counties to ensure that match play and competition opportunities support talent development effectively for the Region.
- Work with the RPDWC and Counties to develop a robust communication plan across the Region to ensure collaboration in the delivery of talent development; this should include a plan for dialogue and engagement with parents.
- Take on a Scouting role as part of the ECB Player Identification System.
- Monitor the effectiveness of the player pathway through the established minimum quality standards.
- Develop coaches and coaching within County age group programmes.
- Undertake such duties, at the request of the RPDWC and the National Talent Manager to support ECB with delivery of the national talent pathway competition programme(s).
- 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.

#### **In conjunction with the RPDWC:**

- Liaise with the Sports Science & Medicine staff as appropriate.
- Liaise with other department managers in the Club.
- Consult with ECB management team as appropriate.

*Note: The Job Description summarises the key roles 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 act as the primary point of contact for Thunder on all player development programmes in the Region, including county talent pathways and being the Head Coach for the Thunder Academy ensuring alignment in the pathways and that the player experience is of the highest quality. The role will collaborate with several other coaches and performance specialists to deliver a high-performance environment and ensure that Academy 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

Thunder Head Coach

Regional Talent Manager

ECB National Talent Manager



ECB Head of Women's Domestic Cricket

County Women's & Girls' Lead Contact

County Age Group Coaches

Club Development Officers

Programme Support Staff

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### **Knowledge / Experience / Skills Needed**

Qualified to at least ECB Level 3 (Advanced Coach) or the ability and commitment to be Level 3 within 12 months

An understanding of the structure and requirements of women and girl's cricket in the North West region would be desirable

Excellent leadership, communication, interpersonal and influencing skills

Experience and skills in planning, programming, organisation, and monitoring of individualised player development plans

Knowledge of the ECB Talent Development Framework and or alternative NGB frameworks

An understanding of Coach Development

Experience of leading talent development programmes and an understanding of talent development in team sports

### **Personal Attributes:**

High standards of personal and professional integrity

An appetite for continuous learning and development

Be able to identify with and believe in the principles of the ECB Women and Girl's player pathway

High levels of energy and enthusiasm

Openness and resilience

Honesty, tact and strong will to succeed

Innovative and creative

Ability to motivate, support and influence individuals and organisations.

Excellent communication and people skills, both written and verbal.

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

### **Other:**

Microsoft Office working knowledge/experience plus other IT systems

Full UK Driving Licence and access to a vehicle



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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.

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**Assignment and planning of work**

**Regional Performance Director of Women's Cricket**

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**Agreed and signed by**

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**Jobholder**

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**Manager**

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**Date**

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**Date to be reviewed**

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