



In partnership with



Lancashire
Cricket

SENIOR REGIONAL TALENT MANAGER
SALARY COMMENSURATE WITH EXPERIENCE
FULL-TIME
FIXED-TERM CONTRACT UNTIL JANUARY 2025
IMMEDIATE START

Are you an experienced coach with a passion for women and girls' cricket? Would you like to lead on the coaching programme and management of the Thunder Academy and help shape the player pathways in the North-West that enable women and girls to enjoy cricket, whilst providing them with the opportunity to develop and progress in all areas of the game? If so, we want to hear from you!

Women and girls represent the biggest growth opportunity for cricket. Together with the ECB, our vision is to make cricket a game that is truly gender balanced, with women and girls being represented across the whole game. This means investing in developing every level of the game – from girls experiencing cricket for the first time to heroes at the pinnacle of the international game, alongside supporting female coaches, support staff, officials, and administrators. We want women and girls to have a high quality, enjoyable experience, know that they are welcome in our sport and to therefore foster a lifelong love and connection with cricket. We are fully committed to this long-term vision, and the Senior Regional Talent Manager will be a key appointment to ensure this vision is achieved.

Why join us? There is a long-standing history of a strong women and girls' pathway in the North West and this role will continue this journey in line with the three counties (Cheshire, Cumbria & Lancashire) and the ECB, connecting players and programmes to the elite domestic structure within the North West Region and the England Women's Cricket Pathway.

This exciting role will play a significant part in the programme and will suit those with a passion for the development of people and cricket, a strong track record in talent identification, an enjoyment of leading and influencing people and a passion for continuous learning. You will need initiative, a can-do attitude, an ability to problem solve by producing workable solutions and a commitment to help continue the drive in professionalising the women's and girls' game.

The Role and Responsibilities

As the Senior Regional Talent Manager, you will have an exciting and challenging role that will include (but will not be limited to) the following responsibilities:

- Ensuring the delivery of all player development programmes (Regional Academy, EPP, County Age Group) are aligned into the ECB Talent Development Framework to provide a joined up, game-wide approach to talent development.
- Leading the Thunder Academy and influence Counties to plan for the development of players through programmes that value holistic and positive development experiences.
- Supporting 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.
- Contributing 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.
- Ensuring players develop personal excellence through relevant, individualised, and outstanding learning and development experiences.
- Taking on a Scouting role as part of the ECB Player Identification System.
- Developing coaches and coaching within County Age Group programmes.



Old Trafford



Requirements

To be considered for this role it is essential you can demonstrate that you have experience of:

- Leading cricket talent development programmes
- Delivering high-performance pathways, preferably in the women and girls' game
- Organising, planning, programming, and monitoring individualised player development plans
- Working across a multi-disciplinary team of people

You will also need:

- To be 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 cricket, particularly women's cricket in the North West region
- Outstanding organisation, planning and communication skills
- A full UK Driving Licence with access to a vehicle
- A current Disclosure and Barring Service (DBS) Certificate

What you can expect

- Holiday allowance increasing with service
- 2 x standard Lancashire Cricket season memberships
- Social events throughout the year
- Fitness classes, table tennis club and yoga
- Basic contributory pension scheme with option to join enhanced pension scheme, including life assurance, after 3 months service
- Health cash plan scheme
- Health & Wellbeing programme
- Discounts at the Lancashire Cricket Official Store, Trafford Cricket Centre, Hilton Garden Inn Emirates Old Trafford, Caffè Nero and with the Club's partners
- Free parking
- Opportunity for hybrid working (by agreement)

How to Apply

If you have the relevant skills and experience and wish to apply for this role, please send your CV and a covering letter with current salary details to careers@lancashirecricket.co.uk by 5pm on Friday 13th May. Interviews will take place on Wednesday 25th May at Emirates Old Trafford.

We look forward to hearing from you if you have skills that support our future vision. Lancashire Cricket is an equal opportunities organisation, and we are committed to providing new opportunities and striving for greater diversity.

It is a priority for Lancashire Cricket to ensure our Club appropriately reflects the wider communities across the North West and as we strive to meet Sport England Guidance in this regard, we would welcome applications from individuals with the appropriate skills and experience that can also enhance our current diversity mix at the Club.