

Job Title: WCCC High Performance Coach

WCCC are seeking to appoint a full-time High Performance Coach, who will contribute towards the identification, mentoring and coaching of players on the WCCC Player Pathway, including BOTH boys and girls County Age Group Programme, Emerging Player Programme and WCCC Academy. The successful candidates would report directly to the High Performance Manager.

Responsibilities include:

- Coach on both the WCCC Academy and Emerging Player Programmes, assisting with the selection, induction, coaching, and monitoring of players, and player review process – using a Player Development Plan (PDP) model.
- Lead Coach for a minimum of two CAG squads (winter and summer) and assisting with all winter CAG training programmes (boys and girls). The candidate must be equally enthused about working with both male and female players.
- Attendance at player progress case conferences and coaches (CPD) workshops as directed by the High Performance Manager.
- To assist, when required, with the coaching of the WCCC (male) professional playing staff as directed by the WCCC Director of Cricket and 1st XI / 2nd XI Head Coaches.
- A member of the selection team at boys and girls CAG trials (winter and summer), including the administration of player feedback to unsuccessful candidates.
- To assist with the full implementation of the boys and (newly established) girls coaching framework amongst the CAG coaching team.
- To assist the High Performance Manager in the identification, monitoring and (when appropriate) trialling of talented players within and outside of Warwickshire affiliated clubs, schools and competitions.
- To assist the High Performance Manager consulting with WCCC Club Scouts.
- To undertake various basic administrative duties including report writing and emailing as directed by the High Performance Manager.
- To attend all major Pathway & Club events, such as the youth dinner, pre-season reception and 1st / 2nd XI end of season dinner.
- To drive their own personal development and growth.
- To serve as a role model in conjunction with the Club's core values and strategic plans.
- To undertake any other related duties that are deemed reasonable as directed by the High Performance Manager.

WORKING RELATIONSHIPS

WCCC High Performance Manager
WCCC Director of Cricket
WCCC High Performance Administrator
WCCC 1st XI Coach
WCCC 2nd XI Coach
WCCC Specialist Coaches
WCCC Physiotherapy Team
Lead & Assistant Strength and Conditioning Coaches
Nutritionist
Pathway Mental Skills Coach
Performance Analyst
Cricket Operations Manager
ECB National & Regional Talent Managers

QUALIFICATIONS, SKILLS AND EXPERIENCE

Essential	Desirable
<ul style="list-style-type: none"> • A minimum ECB Level 3 coaching qualification (or equivalent). • Experience of coaching on a county player pathway (or equivalent) or higher. • Equally enthused about working with BOTH male and female squads / players. • Excellent coaching, communication and organisational skills. • Good leadership and man management skills. • Good time management, negotiation and presentation skills. • Up to date safeguarding, first aid and DBS certification. • Current ECB Coaches Association membership. 	<ul style="list-style-type: none"> • IT proficient, in terms of videoing, uploading, note taking and communications. • Experience of coaching using video analysis. • Experience of playing the game at a high level. • Personal qualities including energy and enthusiasm, professional rapport with staff, flexibility/adaptability, sense of humour and diplomacy. • A knowledge and understanding of junior and senior recreational cricket, and the ability to establish and maintain good working relationships with key personnel in clubs and schools. • A knowledge and understanding of the professional game nationwide through to National and International level.

SPECIAL CONDITIONS

The post holder will be based at the Edgbaston Cricket Ground as part of the Elite Cricket Department. Due to the nature of the work the post holder will carry out his/her duties as such times/days which are most effective to perform the tasks required. This may involve some out of hours work – evenings, weekends, Bank Holidays, as necessary. The Club will require attendance at events, presentations, meetings at various times. The policies of the Club reflect a 52 week, 7 day operation for all cricket provision.

EQUAL OPPORTUNITIES IN EMPLOYMENT POLICY STATEMENT

Warwickshire County Cricket Club 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 gender, race, disability, colour, ethnic and national origin, nationality, sexuality, marital status, responsibility for dependants, religion, trade union activity and age (up to 65).

It is the intention of Warwickshire County Cricket Club that its work force, at all levels, should reflect the composition of the City's population. To achieve this Warwickshire County Cricket Club will take active and positive steps to eliminate discrimination, reduce the effects of past discrimination and to promote equality in employment.

HOURS

The role is based upon an average of 37 hours per week across the year, with frequent evenings and weekends. Due to the nature of the work included in the role, the post holder will carry out his/her duties at such times/days that are most effective to perform the tasks required. This may involve some out of hours work – pre-school, evenings, weekends and Bank Holidays – as necessary. The policies of the Club reflect a 52 week, 7 day operation for all cricket provision.

SALARY and BENEFITS

In the region of £25k to £30k (dependent upon experience) plus pension and private health care.

HOLIDAYS

25 days per annum plus statutory Bank Holidays

HEALTH CARE AND PENSION SCHEME

To be provided by Warwickshire County Cricket Club

WORKPLACE

Edgbaston Stadium, Edgbaston Road, Birmingham, B5 7QU