



JOB DESCRIPTION

Job Title: Talent Pathway Performance Coach

Employer: Northamptonshire County Cricket Club

Reports to: Talent Pathway Performance Manager

Salary: Competitive dependent on experience

Contract type: Permanent (Full time)

Closing Date: Friday 12th November 2021

Interview Dates: 19th November

ROLE OVERVIEW

One of the country's leading First-Class County Clubs, Northamptonshire CCC are recruiting a Talent Pathway Performance Coach to work on our elite high-performance programmes and across our county age group pathway. A key focus of this role will be working with our youngest players to ensure they have the strongest fundamental skills possible. In addition to this, the coach will work within our county partnerships, providing coaching support and a Northamptonshire presence across the wider pathway.

The ideal candidate will be enthusiastic, motivated and have a positive attitude. They will have the ability to work both individually and as part of a team. They should have good communication and presentation skills and the ability to work with a variety of individuals ranging from players, coaches and sports science and medicine colleagues. This role will require the successful candidate to demonstrate diligence and attention to detail regarding planning and presenting and they should be able to make effective use of their time within a pressurised environment.

This exciting role in the Elite Cricket Department will see the candidate join our successful team that has been producing a safe, enjoyable, and professional environment to help all players achieve their very best.

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. - Specialise in coaching batting or bowling. - 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. - 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.

To apply for this role, please email your CV and a covering letter to ben.hartley@nccc.co.uk

Please Note: *whilst we will communicate with all applicants with regards to the status of their application, we are unable to provide direct feedback due to the number of applications we are likely to receive.*

Main responsibilities & Duties:

1. To contribute towards the identification, mentoring and coaching of players on the NCCC Talent Pathway, including the County Age Group Programme, Emerging Player Programme and Academy.
2. To lead our pathway on one of the specialisms either Batting or Bowling for U10-U18 age groups
3. To lead the U10/U11 Performance Squad and assist with CAG training programmes throughout the year at all age groups.

Specific responsibilities include:

- Coach on both the NCCC Academy, Emerging Player & Centre of Excellence Programmes.
- Coach on our partnership programmes (Cricket East & Buckinghamshire) monitoring of players and report into our Talent ID System.
- Writing up player notes to their IDP's (Individual Development Plans)
- Attendance at Performance Conferences and Coach (CPD) Workshops as directed by the Talent Pathway Performance Manager
- A member of the selection team at CAG trials (winter and summer)
- A member of the selection team of the CofE, EPP and Academy cohorts.
- To undertake various administrative duties including report writing, emailing and other correspondence with players, parents, and other stakeholders.
- 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 as directed by the Talent Pathway Performance Manager.

WORKING RELATIONSHIPS

NCCC Head of Talent Pathway (Academy Director)

NCCC Talent Pathway Performance Manager

NCCC & partnership Performance Administrators

NCCC & partnership Performance Coaches

Strength and Conditioning Coaches | Sports Nutritionists | Sports Psychologists

SPECIAL CONDITIONS & HOURS

The post holder will be based at NCCC as part of the Elite Cricket Department. They will be required to deliver coaching on our pathway and within but not restricted to our county partnerships. The club will require attendance at events, presentations, meetings at various times.

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 activities.

EQUAL OPPORTUNITIES IN EMPLOYMENT POLICY STATEMENT

NCCC 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).