Talent Pathway | Specialist Bowling Coach

Northamptonshire County Cricket Club is offering an exciting opportunity for a motivated and driven Specialist Bowling Coach to join the club. We are seeking an experienced and driven Bowling Coach to play a key role within our Talent Pathway programme, supporting the development of players from County Age Groups through to Academy level.

This is an exciting opportunity to work within a high-performance environment, leading the technical and tactical development of emerging bowlers while collaborating with a multidisciplinary team of coaches, analysts, physiotherapists, and strength & conditioning staff. The successful candidate will help shape and deliver our bowling strategy, identify and nurture talented young cricketers, and contribute to a positive, ambitious culture that supports player growth and long-term success.

Key Responsibilities

- To lead the development of bowlers from the County Age Groups (CAG) through to Academy.
- To work with the Lead Bowling Coach and support staff to implement a clear and compelling bowling strategy for the Talent Pathway through evolving the Talent Development Framework.
- To lead on the preparation and implementation of both in-season and off-season technical plans for the EPP and Academy bowlers.
- To compile individual technical bowling plans for EPP and Academy players for the winter programme and to support across all areas, as required by the Talent Pathway Manager.
- To be accountable for developing and supporting the implementation of match-day tactical gameplans for EPP and Academy Bowlers.
- To support our partners through providing coaching support and an ongoing presence on their EPP sessions.
- To work closely with the Talent Pathway Physio and Strength & Conditioning Coaches to manage and support workloads and injury concerns of bowlers.
- To collaborate with our professional analysts to better prepare, review and assess performance.
- To attend player review meetings for EPP and Academy players on request of the Head of Talent Pathway and/or Talent Pathway Manager.
- To help identify talent and select the County Age Groups, EPP and Academy teams for the upcoming season in conjunction with the Head of Talent Pathway, Talent Pathway Manager and other Pathway coaches.
- To champion and support the desired player standards, behaviours and culture across the club.
- To develop and maintain a strong and effective working relationship with the Head of Talent Pathway, Talent Pathway Manager and other coaching and support staff to ensure that the cricket-related activities throughout the club remain focussed and successful.

Personal Specification

Qualifications:

- Minimum ECB Level 3, or equivalent
- Current DBS certificate and safeguarding (Safeguarding Young People) training
- First aid qualification
- A clean driving licence
- Completed safeguarding training

Personal Attributes, Aptitudes and Abilities:

- Excellent written and verbal communication and interpersonal skills.
- Strong leadership and player-management skills, with the ability to contribute to the club's overall success and foster a pleasant, friendly atmosphere throughout.
- Excellent organisational, time-management, negotiation and presentation skills.
- Excellent coaching skills with both teams and individuals, underpinned by a clear understanding of the ECB pathway and coaching guidelines, and knowledge of athlete development and its coaching implications.
- Adaptable, flexible and able to influence change, with a positive attitude, strong initiative, focus and drive.

Role information

Job type: Two-Year Fixed-Term (available as full-time or part-time, depending on circumstances)
Salary range: £30,000 – £40,000 per annum full time or pro rata, depending on experience
Reports to: Head of Talent Pathway

Additional Role Information

- The role will be heavily focused around our Talent Pathway CAG, EPP and Academy programmes, plus partners who operate mainly in the evenings and at weekends throughout the winter. Summer days and times vary. Potential candidates must be comfortable with working at unsociable times and being flexible with their work hours.

Who we are

- Northamptonshire County Cricket Club (NCCC) serves as a first-class cricketing hub for the East of England, providing a pathway to elite cricket while inspiring new generations of fans, players, officials, and volunteers. To inspire Northamptonshire and its regional partners through cricket, as one winning team, a welcoming culture and a united cricketing community.

Our mission is to:
'To inspire Northamptonshire and its regional partners through cricket, as one winning team, a welcoming culture and a united cricketing community.'

Our Values

- **One Team** – Shared direction and ambition, celebrating success together.
- **Determined** – Focused, brave and resilient, always improving.
- **Inspirational** – Inspire and uplift our communities through the things we do.
- **Inclusive** – Everyone we connect with is welcome, safe and valued.
- **Impactful** – Make positive difference through the power of cricket.
- **Growing** - Committed to sustainably growing our audiences, club and impact.

Safeguarding Statement

- Northamptonshire County Cricket Club is committed to safeguarding and protecting the children and young people we work with. As such, all relevant posts are subject to a safer recruitment process, including the disclosure of criminal records and vetting checks. We ensure that we have a range of policies and procedures in place which promote safeguarding and safer working practice across our services.

To apply for this role, please forward your CV with a covering letter (no more than one side of A4) outlining why you are suitable for this role, to hr@nccc.co.uk.

Closing date for applications | 31st October 2026
Interviews | Week commencing 9th November 2026
Role Starting | 4th January 2027

NCCC is committed to being an equal opportunity employer. All qualified applicants will receive consideration without regard to race, colour, sexual orientation, gender identity, disability, national origin, religion, sex, and/or other legally protected status.