

**Wiltshire Cricket Head of Talent Pathway – Job Description**

**Job Title:** Head of Talent Pathway  
**Contract:** Full time position (minimum two years guaranteed with intention of extending   
 dependent on future ECB funding)  
**Hours of work:** 37 hours per week   
**Salary:** Competitive + expenses and benefits

Wiltshire Cricket is looking to recruit a full time Head of Talent Pathway to develop and implement a comprehensive training and match programme for representative cricket in Wiltshire. The Head of Talent Pathway will have overarching responsibility for the boys Emerging Player Programme, will be the head coach of the county men’s 1st XI, 2nd XI and boys under 18s teams, and will be responsible for the whole of the county and district player pathway for girls and boys from under 10s upwards.

Wiltshire Cricket is currently launching its strategy for 2020-2024 which will align closely with ECB’s Inspiring Generations strategy. Underpinning the production of this strategy has been collaboration across all different cricket authorities and organisations that exist across the county. With this in mind, both Wiltshire Cricket Limited (the Board) and Wiltshire County Cricket Club, as the two largest organisations in the county, are joining together to form one overarching Wiltshire Cricket organisation, which will comprise of two operational strands as follows:

1. Cricket in the Community Department
2. Wiltshire CCC Talent Pathway Department

The Head of Talent Pathway will head up the new Wiltshire CCC Talent Pathway department at a hugely exciting time for the county. The successful candidate will have the responsibility of aligning the whole pathway, from under 10s through to 1st XI, and will play a key role in raising the profile of representative cricket in Wiltshire.

**1. Job purpose and focus**

Under the direction and guidance of the Wiltshire Cricket Managing Director, the Head of Talent Pathway will lead on the following areas:

* **Talent Pathway Document** –This role will lead on the production of a Talent Pathway document for players and coaches that outlines the values, principles, characteristics and coaching philosophies that will apply from county under 10s through to the Wiltshire 1st XI. This will be a key piece of work in ensuring that the whole pathway is aligned and in ensuring that coaches and players know what they are working towards
* **Emerging Player Programme** – This role will lead on the management and delivery of Wiltshire’s boys Emerging Player Programme; ensuring that the programme is delivered to ECB standards. The successful candidate will work closely with the ECB, including attending all EPP Pathway lead meetings and CPD sessions. Additionally, the role will work closely with Wiltshire’s First Class partners; Gloucestershire Cricket in the delivery of the programme
* **County and District Age Group Cricket** – This role will have overarching responsibility for the whole player pathway with administrative support provided from the Wiltshire Cricket Administrator. This will involve appointing coaches and managers of all representative teams, overseeing the selection processes for county and district squads, coaching the county boys under 18s team and regularly reviewing the structure of girls and boys winter and summer programmes
* **Coach Development** – This role will lead on supporting other coaches within the player pathway, either through informal mentoring or through delivery of CPD sessions. Additionally, the role will be expected to hold coaches to account against the contents of the Wiltshire Talent Pathway document
* **Wiltshire Mens 1st XI and 2nd XI** – This role will be the lead coach of the county’s 1st XI and 2nd XI teams, meaning devising and delivering appropriate winter training programmes and then being present at all summer matches for both teams in a Head Coach capacity. Additionally, the role will be expected to ensure that there is a smooth transition between boys age group cricket and the county 1st XI environment
* **Western Storm Women and Girls** – As part of ECB’s newly established elite domestic structure for Women’s and Girls Cricket, Wiltshire is to be a member of the South West organisation; Western Storm. This role will work closely with the Regional Director of Women’s Cricket for Western Storm to ensure that Wiltshire’s representative programmes for Women’s and Girls cricket are fit for purpose, and to ensure that pathway opportunities for Wiltshire girls in to the domestic structure are available
* **Wiltshire and Gloucestershire Talent Pathway Partnership** – Since 2018, Wiltshire Cricket has been in a formalised talent pathway partnership with Gloucestershire Cricket. This role will have the responsibility of leading and developing this partnership and in doing so will ensure that there is a clear pathway for Wiltshire players in to First Class Cricket.

**2. Supervision and work planning**

The Head of Talent Pathway will be employed by Wiltshire Cricket Limited and will be line managed by the Wiltshire Cricket Managing Director.

The post holder will be based from the WCL offices in Chippenham but will be expected to travel throughout the county. Due to the nature of the work the post holder will carry out his/her duties at 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.

**3. Experience and Qualifications**

* Experience as a cricket coach to UKCC3 (or overseas equivalent) or above
* Excellent coaching skills
* Experience of working with elite cricketers
* Proven track record of designing and implementing performance programmes
* Able to enthuse, motivate and develop other performance coaches
* Experience of working within and running talent ID programmes
* Comfortable and up to date with the latest tools for coaching elite performers
* Understanding of partnership working and the ability to create strong and sustainable links with contacts throughout the area
* Good project management skills and the ability to prioritise and work to deadlines
* Strong leadership and man management skills.
* Good time management, negotiation and presentation skills.
* Excellent communicator
* Ability to work independently and as part of a team
* Experience of working with and enthusing others
* Computer literate and effective user of Excel, PowerPoint and other Microsoft programmes
* Current DBS, Child Protection (Safeguarding Young People), First Aid and ECBCA Insurance.
* Ability to travel independently between sites (Full and valid UK driving licence)
* Personal qualities – energy and enthusiasm, professional rapport with staff, flexibility/adaptability and diplomacy.

**Desirable:**

* Understanding and experience of a variety of Cricket Development programmes
* Understanding of the Talent Player Pathway
* Experience of mentoring and developing coaches
* Experience of playing at Premier League or First Class / Minor Counties Level
* A knowledge and understanding of the game in Wiltshire from club through to National County level.

**4. General**

This job description only contains the principle accountabilities/main duties relating to this post and does not describe in detail all of the duties required to carry them out. Other duties may be required to be undertaken from time to time as directed by the two counties.

To apply please submit a CV and covering letter, taking note of the Job Description and email it to Pete Sykes at [pete.sykes@wiltshirecricket.co.uk](mailto:pete.sykes@wiltshirecricket.co.uk)

**Closing date for applications:** Monday 30th March 2020  
**Interview day:** TBC; w/c 6th or 13th April 2020

If you wish to discuss the role before applying please contact Pete Sykes at [pete.sykes@wiltshirecricket.co.uk](mailto:pete.sykes@wiltshirecricket.co.uk) or 07920 581413.