



DURHAM CRICKET

EMPLOYMENT PACK

CRICKET DEVELOPMENT MANAGER



INTRODUCTION AND OVERVIEW OF DURHAM CRICKET

Durham County Cricket Club was established as an amateur Minor County in May 1888. Cricket's most successful Minor County and the first to beat a First-Class County, Durham was awarded first class professional status in December 1991 – the only new First-Class County in over 70 years – and became a private limited company in 2004.

Since 2007 DCCC has won the County Championship three times and been runners up once, won the Fifty Over Competition twice in Lord's finals and appeared twice in T20 Finals Day.

Since becoming a first-class county, DCCC has established English cricket's most successful academy, producing international stars for England, including Steve Harmison, Paul Collingwood, Mark Wood and Ben Stokes

Durham CCC created the first new English Test Match stadium in over 100 years securing a long-term stadium naming rights sponsorship with Emirates Airways. The venue has a 15,000 permanent seating capacity and the Club has staged international cricket every year since 1999, including the successful Ashes Test held in 2013 and three games in the ICC Cricket World Cup in 2019. The Club has been awarded a further package of international matches to 2024.

A successful rebrand in 2018 created a new Durham Cricket identity. Durham Cricket is now the umbrella organisation encompassing all elements of cricket provision in the county covering the professional and recreational game and all activities impacting on the wider community of the county and beyond.



VISION, PURPOSE AND VALUES OF DURHAM CRICKET

BUSINESS DIRECTION, VISION AND VALUES

Durham Cricket has an essential role as the strategic delivery arm of the ECB in north east England. Durham Cricket also has the opportunity to mark out a very distinctive position in the world of cricket through the development and communication of an inspiring common purpose and strong individual identity (the Durham Cricket brand).

Our vision aligns the organisation from Changing Room to Boardroom, bringing together cricketing and commercial goals and resonates with our community (customers).

An effective Durham Cricket brand demands focus, ambition and a consistent approach to everything we do. There is an expectation that all our people will follow the vision, live and breathe the values and adhere to a set of consistent of behaviours. These are all set out below.

VISION

Durham Cricket will be recognised as having a winning culture on and off the field achieved by highly engaged people who enjoy working together with pride and passion.

PURPOSE

UNLEASHING POTENTIAL THROUGH CRICKET IN THE NORTH

VALUES

PROUDLY NORTHERN

We stand for something. We are family. Genuine, welcoming with a resilient spirit and a sense of fun.

PASSIONATE ABOUT DURHAM

We care about our club, our business and our brand. The passion and emotion unites us and drives us forward to create opportunities for the north on a national and global stage.

PURSUING EXCELLENCE

We strive to be the best we can be. Continuously improving and pushing ourselves to set higher standards.

UNIQUELY CRICKET

Cricket is at our heart and heritage. It makes us unique and its principles guide everything we do.

BEHAVIOURS

- We are ambitious in the goals we set
- We actively seek and encourage feedback in pursuit of excellence
- We focus on continuous improvement
- We are accountable for our actions
- We catch people doing things right
- We are adaptable and flexible
- We stay true to our vision



DURHAM CRICKET

Cricket Development Manager (35 Hours per week, Permanent Contract)

An exciting opportunity has arisen for an individual to advance the development of the game for children, young people and adults. The main objective will be to increase the participation levels in Durham.

To be responsible for planning and delivering a co-ordinated development programme and club development programmes in a friendly and professional manner at all times.

Job Designation:	Cricket Development Manager
Salary Band:	£27,000 - £30,000 per annum
Location:	Emirates Riverside, Chester le Street
Reports to:	Durham Cricket Board Ltd
Responsible to:	Director of Development
Area:	Durham Cricket Board Boundaries (Tyne to Tees)
Contract Period:	Permanent

Main Purpose of the role:

1. OVERALL RESPONSIBILITIES

- a. Responsible for the participation and growth of recreational cricket within Durham
- b. Delivery of a relevant playing offers delivered in cricket clubs, urban & other non-traditional cricket environments as appropriate for players from the age of 5, delivering appropriate formats irrespective of age, location, ability and gender
- c. Responsible for the effective delivery of Durham Cricket's County Partnership Agreement and the associated strategy
- d. Responsible for achieving the targets, KPIs and objectives as determined by

the DOCD. These to include but not exclusively, ECB central programmes, standards, safeguarding, welfare, facilities development and investment

- e. Support the DOCD with daily duties, attend relevant local, regional and national meetings with DOCD and for DOCD when required
- f. To manage, oversee, liaise and closely work with the Cricket Development Officers to ensure regional targets, KPIs and objectives are delivered reporting to DOCD
- g. Carryout annual staff development process/appraisal of the CDO's and engage in a regular process of support/management
- h. Lead, develop, manage and oversee the volunteer workforce to deliver agreed targets, KPIs & objectives. These to be determined by the Director of Cricket Development
- i. Act at all times in the best interest of Durham Cricket by advocating, representing and promoting. This to include the use of social and other media

2. MAIN RESPONSIBILITIES

- a. To proactively grow and develop all cricket clubs and their communities in Durham to achieve agreed targets, KPIs and objectives and create a strong club network through the management of the cricket development team
- b. To deliver Durham Cricket's strategic plan and include:
 - i. Grow the number of sustainable and thriving clubs in County Durham
 - ii. Growing the total number of boys playing cricket within the ASC, Dynamos and U9 age groups specifically
 - iii. Growing the total number of clubs Women's & Girls' sections
 - iv. Growing the total number of girls playing cricket
 - v. Growing the total number of male and female players
 - vi. Develop and implement the successful delivery of 'The Peoples Cup' or equivalent
 - vii. Growing the total number of volunteers, ground staff, officials and coaches by improving the effectiveness of the specific associations.
 - viii. Driving club adoption and implementation of ECB's systems including Clubmark and Club Development Plans to developing clubs' governance in respect of gender, ethnicity, skills and experience
 - ix. To ensure all clubs with junior participants to have appropriate safeguarding accreditation
 - x. Delivery and management of an appropriate junior league and cup competition and structure

- xi.** Develop and maintain a facilities investment plan for clubs and communities ensuring financial investment aligns with the Durham Cricket strategy
- c.** Work with clubs to assess their facilities requirements, identify areas of development and support them to raise funding, in line with the ECB Facilities unit
- d.** Work with Local Authorities and the ECB Regional Facilities Manager on their respective Playing Pitch Strategies
- e.** Work with and manage local coaches, CDOs and influence third party delivery agents to ensure appropriate delivery of cricket in schools. This to include alignment to out of school offers and maximising transition
- f.** Develop, implement and grow the Durham Cricket affiliation package
- g.** Support and liaise with Leagues, Premier leagues, local authorities, county sports partnerships and other partners
- h.** Develop disability cricket alongside the Super 1's Development Officer and the Durham Cricket Foundation
- i.** Develop cricket in hard to reach and areas of deprivation alongside the Wicketz Development Officer and the Durham Cricket Foundation
- j.** To support and monitor the player pathway (Male/Female) development
- k.** To support the work of the DODC, the work of the Board of Directors, and the ECB Regional team as required

The above responsibilities and duties do not include or define all tasks which may be required to be undertaken by the postholder. The responsibilities and duties may vary without changing the general character of the level of responsibility and duties involved. These factors are reflected in the grading of the post.

This job advert only contains the principle accountabilities/main duties relating to this post and does not describe in detail all of the duties that the post will require. The post holder will be expected to work weekends and also some evenings as and when required.

The post holder will be required to attend the office on Monday mornings. The remaining of their working week will depend on the projects and meetings required and administration/meetings can take place at the office/remotely/at home. The individual will be required to travel throughout the County.

Durham Cricket is committed to safeguarding and protecting the children and young people that we work with. As such, all posts are subject to a safe 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.

Due to the requirements of the role and responsibilities assigned to the post holder, successful applicants will undergo an enhanced Disclosure and Barring check (DBS).

Knowledge and Experience

- Experience of working with young people and adult cricketers
- Knowledge of Club Development work
- Experience & knowledge of applying for grant applications
- Experience of managing staff
- Experience of staff development/appraisal process
- Ability to work unsociable hours, including evenings and weekends
- Experience of organising events
- Strong people management skills
- Good IT skills including use of social media
- Experience of producing programme reports and media articles
- Excellent time management and organisational skills
- Excellent communication and interpersonal skills
- Energy, enthusiasm, flexibility / adaptability
- Full UK Driving License and access to car

SPECIAL CONDITIONS

The post holder will be based at the Emirates Riverside as part of the Cricket Development 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 may 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

It is the policy of Durham Cricket to treat all employees and job applicants fairly and equally regardless of age, disability, gender, reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. Furthermore, Durham Cricket will ensure that no requirement or condition will be imposed without justification which could disadvantage individuals purely on any of the above situations.

We recognize and value the difference and individual contribution that people make to the organisation. We strive to ensure that diversity as well as equality is embedded in all our policies, procedures and practices, responding to employees' needs and encouraging employee development to increase their contribution to effective service delivery.

HOURS

Full-time employed (35 hours per week)

SALARY

£27,000 - £30,000 per annum

HOLIDAYS

28 days per annum (pro rata) which includes the 8 statutory Bank Holidays in England & Wales.

PENSION SCHEME

Automatic Enrolment into the Royal London Group Personal Pension Plan. Matched employee contributions up to a maximum contribution of 5% of Basic Salary.

WORKPLACE

Durham Cricket, Emirates Riverside, Chester-le-Street, DH3 3QR.

TO APPLY

If you would like to be considered for this post please complete the online application form:
<http://booking.ecb.co.uk/d/lnq3lv>

If you would like to have an informal conversation about this position then please contact Graeme Weeks – Director of Cricket Development on (0191) 3872868 or email:graeme.weeks@durhamcricket.co.uk

Closing date for applications is Sunday 22nd March 2020