



Senior Regional Talent Manager – North East

Salary and Benefits

Fixed Term Contract running until 31st January 2022
30-33K per annum; Pro rata for the contract
25 days holiday
Non-Contributory Pension scheme
Healthcare scheme
Mobile Phone & Laptop

The Position

Women's and girls' cricket is set to be transformed as part of an exciting strategy to [Inspire Generations](#) by connecting communities and improving lives through cricket, ensuring cricket is a game for all.

The Senior Regional Talent Manager (SRTM) will work across County boundaries in conjunction with the Regional Director of Women's Cricket (RDoWC), the National Talent Manager and County contacts. The SRTM will connect players and programmes to the new elite domestic structure within the North East Region and the England Women's Cricket Pathway (EWCP).

The North East region comprises the counties of Northumberland CCC, Durham CCC and with Yorkshire CCC acting as the Regional Host. The SRTM will lead on the delivery of the Northern Diamonds Academy and support Northumberland, Durham, and Yorkshire with Women and Girls' programmes, ensuring alignment with the ECB Talent Development Framework.

This exciting role will play a significant part in this new start-up operation and will suit those with a passion for the development of people and cricket, a fascination with talent identification, an enjoyment of leading and influencing people and a passion for continuous learning. You will need initiative, a can-do attitude, an ability to problem solve producing workable solutions and a commitment to help continue the drive in professionalising the women and girls' game.

Reporting to the Regional Director of Women's Cricket, the role will be based at Emerald Headingley, Leeds and Emirates Riverside, Chester-le-street. The role will require extensive travel throughout the region as well as requiring extended hours, inclusive of weekends and bank holidays. We are seeking an individual with a proven track record in the areas of talent identification and development who will flourish in a high performing environment and have a positive impact on those around them.

Principal Responsibilities

- Lead the Northern Diamonds Academy and influence Counties to plan for the development of players through programmes that value holistic and positive development experiences
- Ensure that the delivery of all player programmes (Northern Diamonds Academy, County EPP, County Age Group) are aligned to the ECB Talent Development Framework to provide a joined up, game-wide approach to talent development
- Support Counties in the region to ensure the effective management of talented players who are identified as having the potential to progress on to the EWCP to provide a collaborative and individualised approach to their programme delivery
- Contribute to the development of a talent identification and recruitment strategy for the Region which aims to ensure programmes are accessible, broadens the player pool and drives diversity and inclusion
- Ensure players develop personal excellence through relevant, individualised and outstanding learning and development experiences
- Work with the RDoWC and Counties to ensure that match play and competition opportunities support talent development effectively for the Region
- Work with the RDoWC and Counties to develop a robust communication plan across the Region to ensure collaboration in the delivery of talent development; this should include a plan for dialogue and engagement with parents
- Take on a scouting role as part of the ECB Player Identification System
- Monitor the effectiveness of the player pathway through established minimum quality standards
- Develop coaches and coaching within County age group programmes in the Region
- Undertake such duties, at the request of the RDoWC and the National Talent Manager, to support the ECB with delivery of the national talent pathway competition programme(s)
- Keep up to date with best practice and expertise across the fields of talent development and attend ECB CPD events and meetings to support the drive for a world leading player pathway

Note: The Job Description summarises the major role and responsibilities of the job. It is not intended to exclude the job holder being asked to undertake any other activities as required from time to time by the Regional Director of Women's Cricket, nor future changes to the job holder's responsibilities. The precise duties and responsibilities of any job may be expected to change over time. Job holders will be consulted over any proposed changes to this job description before implementation.

Working Relationships:

- Regional Director of Women's Cricket
- ECB Head of Women's Domestic Cricket
- ECB National Talent Manager
- Regional Head Coach – Northern Diamonds
- Head Coach – The Hundred Women's Competition – Northern Superchargers
- Regional Science & Medicine staff
- County Pathway Leads
- Emerging Player Programme Head Coaches
- County Age Group Coaches
- ECB Head of Science, Medicine and Innovation – England Women
- ECB Head of Coach Development

The Person

The successful candidate will have the following experience / skills / qualities:

Essential:

- Excellent leadership, communication, interpersonal and influencing skills
- Demonstrable experience and expertise in the areas of talent identification and development

- Experience of organising, planning, programming and monitoring of individualised player development plans
- Qualified to at least ECB Level 3 (Advanced Coach)
- Disclosure and Barring Service (DBS) and Safeguarding Children certification – a DBS disclosure is an impartial and confidential document that details an individual’s criminal record and where appropriate gives details of those who are barred from working with children
- Up to date first aid qualification
- High standards of personal and professional integrity
- An appetite for continuous learning and development
- Be able to identify with and believe in the principles of the ECB Women and Girl’s player pathway
- High levels of energy and enthusiasm
- The ability to use initiative working as part of a team or independently as required
- Honesty, tact and strong will to succeed
- Innovative and creative
- Excellent IT skills with competent ability using Microsoft Office programmes
- Full UK Driving Licence and ability to travel independently to various venues across the region

Desirable:

- A degree in Sports Science, Coaching or a relevant field
- Knowledge of the ECB Talent Development Framework and/or alternative NGB frameworks
- An understanding and experience of best practice scouting and selection processes
- An understanding and experience of Coach Development
- Experience of and skills to manage complex projects with multiple stakeholders

The post holder will be expected to work evenings and weekends as well as have flexibility to dovetail working arrangements in with fixture and training schedules that will change from year to year and across each season.

To Apply

Please forward your cv with a covering letter (no more than one side of A4) outlining why you are suitable to james.carr@yorkshireccc.com . Closing date for applications is Friday 7th August 2020 at 5pm. Interviews will be held in the week commencing 10th August 2020. Depending on working environments at that time, interviews may be conducted via video conferencing call.

Yorkshire CCC is an equal opportunity employer and prohibits discrimination and harassment of any kind. We are committed to the principle of equal employment opportunity for all employees and to providing employees with a work environment free of discrimination and harassment.

Yorkshire CCC is committed to safeguarding and protecting the children and young people that we work with. As such, all 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 practices across our services.