



**DURHAM
CRICKET**

EMPLOYMENT PACK

**WICKETZ CRICKET & CLUB DEVELOPMENT
OFFICER**



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



LORD'S TAVERNERS
Giving young people a sporting chance



Wicketz Cricket & Club Development Officer (35 Hours per week, Permanent Contract)

Responsible to: Durham Cricket and The Lord's Taverners

Starting in 2015, Hartlepool Wicketz has developed multiple community hubs across the town. This exciting role seeks an energetic and experienced individual who can deliver across a wide range of key priorities and objectives. The role combines programme development with cricket coaching focused on the personal development of participants and the development of sustainable Wicketz hubs and clubs. The role will be responsible for engaging young people and recruiting volunteers from areas of deprivation/hard to reach groups into becoming active members of local Community Wicketz Hubs and Clubs.

The individual needs to be:

- Highly motivated, positive and passionate
- Proactive and ability to use their own initiative to drive change in local communities
- Strong communication skills both oral and written
- Understanding of the needs of both focus locations including health and wellbeing agendas

Main Job Role:

- Oversee the delivery of three existing community hubs across Hartlepool, ensuring each hub provides personal development opportunities for participants
- Develop 2 new Wicketz community hubs in the district of Easington that engage hard to reach individuals and provide personal development opportunities that will enhance their future prospects
- Ensure all community hubs build participation and competitive opportunities, whilst tackling prevalent social issues identified within the community and promoting healthy lifestyle choices. Develop a range of sporting and non-sporting pathways for participants beyond Wicketz
- To ensure the Wicketz legacy is left within the community beyond the cycle of the programme by identifying and upskilling participants, volunteers and members of the community
- To work with specific Wicketz identified clubs to assist with all areas of club development

- Manage volunteers currently engaged with the delivery of the Wicketz programme
- Look to expand Wicketz in the South East of Durham with a focus on increasing participation within local Clubs as well as tackling prevalent issues facing young people in these communities
- To positively engage with the local community, to champion and develop partnerships with businesses, partner agencies, schools, parents and other sports groups to ensure community cohesion
- To be patient and understand the importance of developing strategies to enable challenged individuals to make the most of opportunities to use the power of cricket as a vehicle to seek to enhance their future prospects and support them make positive life choices
- Develop social and inter-personal skills of participants including: leadership, communication and self-esteem
- Provide formal written reports and case studies, and ensure all monitoring and evaluation is kept up to date
- Organise and deliver festivals and competitions to engage the wider community

Job Purpose:

- To develop and deliver a strategy to implement the Wicketz programme aligned to the needs of the local communities and cricket clubs.
- To successfully engage young people aged 8-19 years old into a Wicketz community Hub or club focussed on participation, sustainability leaving a longstanding legacy. Working to create an offer for these participants into their latter teens and help them into valuable pathways both inside and outside of sport.
- Deliver quality, innovative programmes, health activities and opportunities to engage all members of the community into the game of cricket through Wicketz Hubs and Clubs
- Maintain a database of participation for all who have engaged with our programmes, and to maintain regular communication and dialogue, whilst also capturing feedback, opinion and a review of satisfaction
- To comply with the monitoring and evaluation requirements of the Lord's Taverners for the Wicketz programme including database management and written reports
- To collect case studies to highlight the positive impact of the programme in both locations.
- Ensure the branding and identity of the programme within delivery
- Delivery of a year-round cricket programme that is diverse and inclusive, and attracts girls and boys as well as the wider community
- Developing cricket opportunities for all players of all standards (coaching, tournaments, teams or casual play)
- Liaise/Support other initiatives to signpost Wicketz participants, to older age group cricket participation projects and increase awareness of the Wicketz programme locally.
- Develop extended partnerships with external partners and stakeholders resulting in an enhancement of cricket development plans/strategies

Person Specification:

Knowledge, Education and Experience

Essential criteria

- An understanding of the principles of sports development
- An understanding of the Wicketz Programme and its aims and objectives
- Experience in youth work
- Experience of mentoring, supporting and encouraging volunteers and young people
- Experience of working with children with behavioural and special needs
- Experience of Partnership Working
- Understanding of the local landscape and community, in particular local authority
- Computer literate including using databases
- Holder of a current full driving licence with access to their own vehicle
- DBS verified, First Aid & Safeguarding qualifications.
- Has a right to work in the UK

Desirable criteria

- A good knowledge of the structure of cricket (UK and Internationally)
- Significant cricket coaching experience within a club/community environment
- ECB L2 accredited coach
- Experience in workshop delivery
- Experience of working with inactive people in recreational sport and/or physical activity sessions
- Fund writing experience

Skills, Abilities and Personal Attributes

Essential criteria

- Flexible approach to work including working evenings and weekends
- Good oral and written communication skills across a culturally diverse population
- Ability to identify opportunities and maximise its potential
- Ability to find solutions from challenging circumstances, ability to prioritise workload
- Creative, innovative, results driven and ability to work with minimum supervision and able to meet timescales
- Self-motivated, ability to use own initiative and be able to inspire and enthuse
- Evidencing a good work ethic and commitment to deliver.
- Commitment to continuous professional development

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

£19,000 - £22,000 depending upon experience.

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 email your CV and cover letter to Liam Simpson on liam.simpson@durhamcricket.co.uk

If you would like to have an informal conversation about this position, please contact Liam Simpson – Cricket Development Manager - on: liam.simpson@durhamcricket.co.uk

Closing date for applications is Sunday 14th March 2021.

