



**DURHAM  
CRICKET**

**EMPLOYMENT PACK**

**ASSISTANT STRENGTH  
AND CONDITIONING COACH**



## **INTRODUCTION AND OVERVIEW OF DURHAM CRICKET**

Durham County Cricket Club (DCCC) was established as an amateur Minor County in May 1882 and went on to become cricket's most successful Minor County and the first to beat a First-Class County when defeating Yorkshire in 1973. Durham was awarded first class professional status in December 1991 – the only new First-Class County in over 70 years – and played in the professional structure from 1992.

Since 2007 DCCC has had significant success winning the County Championship three times and being runners up once, and also 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, regularly 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 that ended in 2021. The venue has a 14,000 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. Four separate organisations sit under the Durham Cricket umbrella and these are briefly described below.

**Durham Cricket Community Interest Company (CIC)** – Durham Cricket CIC operates the professional cricket side of the business.

**Durham Cricket Board** - the Durham Cricket Board is the recreational body in Durham responsible for all non-first class cricket related activities in the County. Primarily responsible for driving the growth in participation and ensuring the cricket clubs in the county are organised in a way to provide safe, welcoming environments to allow people to enjoy a lifelong involvement in cricket.

**Durham Cricket Events** – Durham Cricket Events runs the meetings and events, hospitality and catering operations at the Riverside.

**Durham Cricket Foundation** – the Foundation is the charitable arm of Durham Cricket and delivers initiatives aimed at providing opportunities and improving the lives of the local community.

## **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**

The vision of Durham Cricket has two key elements. Firstly, there is an internal vision which is designed to guide how the staff go about delivering on the organisation's values and objectives. Secondly there is an external vision which shows how Durham Cricket are going to deliver on its cricketing objectives and assist the ECB in meeting their strategies.

#### **Internal Vision:**

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

#### **External Vision:**

- 2     £2 million invested into recreational and community programmes
- 0     No debt
- 2     Winning two trophies
- 4     Producing four new England players

### **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.

### **PURSUIING 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**

The following are a series of behaviours that we expect all of our people to adhere to:

- 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 are equitable and inclusive in the way we operate
- We care for our staff and look out for them at all times
- We stay true to our vision



## **Durham Cricket - Assistant Strength & Conditioning Coach**

### **Job Role:**

The primary purpose of this role is to support the physical development of cricketers selected in the Durham Cricket Academy, EPP and Pathway age groups. You will provide strength and conditioning (S&C) support to players, focusing on safe, long term athletic development.

You will also provide a structured formal and informal education curriculum for both players and skills coaches, focusing on performance and recovery management. Appropriate and meaningful sports science related information is to be provided to player's parents/guardians, as part of the club's broader strategy in optimising player welfare and performance.

Academy players should understand what the expected levels of physical performance are for athletes when graduating to the senior squad and have a long-term plan on how to achieve their individual physical goals.

High competency in utilising technical models of strength and conditioning coaching is required, whilst having an open-minded approach and desire to contribute and learn from your Science & Medicine department peers.

You will find enjoyment from face-to-face practical coaching in both individual and group sessions and be comfortable adapting to an often-fluid environment.

You shall be committed to continued professional development, and integrating with other strength and conditioning coaches, particularly across English cricket.

### **Key working relationships:**

- Academy Director
- Director of Cricket
- Lead Strength and Conditioning Coach
- Science & Medicine Lead
- Team Physiotherapists
- High Performance Team Coaches
- Skills Coaches

### **Principal Duties and Responsibilities:**

To ensure that the provision of S&C within the Academy, EPP and Pathway is delivered in line with the key values and standards of Durham Cricket to enhance the education of players into the culture and behaviours of those involved within the system.

To lead, plan and deliver S&C as part of an interdisciplinary support team, providing individualised programmes for each member of the Academy and EPP programme.

To design, facilitate and deliver physical development sessions for the Academy, EPP, Fast Bowling Group and age group squads in the Pathway, based on an outlined athletic development plan in accordance with the direction of the Lead S&C coach and Science & Medicine Lead.

To plan and lead regular pre-season, in-season, and off-season testing, in keeping with the physical benchmarks for Academy cricketers, as identified by the Lead S&C coach and Science & Medicine Lead.

Oversee warm up and pre-game preparation, and implement recovery strategies for home 2nd XI, U18 Academy, and selected Pathway matches, where appropriate and as directed and agreed with the Lead S&C coach and Science & Medicine Lead.

Maintain a database of work for each Academy/EPP player to formally monitor and review individual workloads using a variety of different monitoring methods.

Develop in accordance with the Science and Medicine team, appropriate injury reduction strategies for the Academy/EPP based on individual athletic and medical profiles.

Be available and willing to contribute to the rehabilitation management of injured players, under the supervision of a Team Physiotherapist.

To contribute towards the annual S&C, and medical team objectives, as agreed and identified by the County Partnership Agreement (CPA).

To assist in senior squad gym and field-based sessions as well as provide cover for any first team duties where needed and appropriate, as directed by the Director of Cricket, Science and Medicine Lead or the Lead S&C coach.

To undertake appropriate continued professional development to keep abreast of 'world's best practice' as well as taking an active role in the Club's CPD seminars/programme.

To be responsible for maintaining the training facilities, ensuring equipment and facilities are kept in good working order and in a state expected of a high-performance environment.

To oversee and support the club's university student placement programme and provide leadership and mentoring to the students.

Challenge yourself and your colleagues with the sole purpose of developing yourself, your colleagues and the Science and Medicine department.

Always carry yourself as a staff member, contributing to the high-performance culture of Durham Cricket.

**Essential**

- Graduate qualification in Strength & Conditioning and/or Sports Science
- Experience of working with athletes or within a high-performance environment
- UKSCA accreditation (or 6 months from completion)
- Experience in the support and preparation of developing young athletes
- Experience of working within a multi-disciplinary support team
- Current basic life support training and first aid qualifications
- The ability to travel to training and match venues within the county
- Computer literacy, including Microsoft Office, databases and performance analysis software.

**Desirable**

- Experience working in cricket
- Postgraduate degree in related field S&C



## **OTHER CONDITIONS**

The post holder will be based at The Riverside as part of the Science and Medicine 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.

## **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.

## **SAFER RECRUITMENT POLICY**

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 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.

## **HOURS**

Full time employed, 2 year fixed term contract

## **SALARY**

Competitive, relative to skills/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, The Riverside, Chester-le-Street, DH3 3QR

## **TO APPLY**

To apply for the role please send a covering letter detailing your suitability for the role and a current CV to [recruitment@durhamcricket.co.uk](mailto:recruitment@durhamcricket.co.uk)

Closing date for applications is **12<sup>th</sup> December 2021.**

The intention would be to conduct initial remote interviews on 14<sup>th</sup> & 15<sup>th</sup> December