



**DURHAM
CRICKET**

EMPLOYMENT PACK

DISABILITY CRICKET 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 at The Riverside. 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 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



LORD'S TAVERNERS
Giving young people a sporting chance

Super
1s

Job Title: Disability Cricket Development Officer
Hours of work: 35 hours per week, Permanent Contract
Reports to: Durham Cricket and Lord's Taverners
Date Effective: 1st June 2022
Salary: £19,000 - £22,000 + expenses
Apply by: 1st May 2022

Durham Cricket in partnership with the Lord's Taverners wish to appoint a Disability Development Officer to deliver Lord's Taverners disability programmes (Table Cricket and Super 1s) across County Durham. Through Super 1s, the officer will provide community-based cricketing opportunities, both competitive and coaching, for young people with disabilities. The Development Officer will use the power of cricket as a tool for change, increasing confidence, communication, leadership and independence in the participants. The role will also oversee other disability initiatives including Table Cricket, Champion clubs and the disability pathway which directly contribute to the disability strategy of the ECB / Lord's Taverners partnership.

This new and exciting role seeks an energetic and enthusiastic individual who has a passion for supporting and developing young people, working with multiple partners and organizations.

▪ **JOB PURPOSE & FOCUS**

The focus of this role is to deliver the aims and outcomes of the Super 1s programme and disability cricket across Durham. These include:

- To promote and develop disability cricket in community hubs and offer both participation and competitive opportunities
- Develop initiatives that increase confidence, communication, leadership and independence. Ensure participants personal growth can develop beyond cricket

- To promote and deliver the Lord's Taverners Table Cricket programme across County Durham
- To ensure pathway opportunities for young people with a disability
- To promote and implement the Durham Cricket Development Plan and Policies
- To manage, coach and administer the Durham Visually Impaired cricket team

The needs of this role are:

- Plan, deliver and review the Super 1s disability community hubs that are aligned to the needs of the local people
- Successfully engage young disabled people aged 12-25 years old into a Super 1s community-based hub
- Deliver a year-round Super 1s programme that is diverse, inclusive and is open to young people with a disability from the community
- Ensure Super 1s delivers an inclusive programme that develops participant's personal skills and future prospects using cricket as its engagement tool
- Develop cricket opportunities for all players of all standards (coaching, tournaments, teams or casual play)
- Deliver a year-round Super 1s competition that engages all disability community hubs in a minimum of 3 competition days and a final
- Create a sustainable pathway for higher ability players through increased Super 9s and County squad provision, and signpost players through the existing County squad pathway
- Engage relevant schools, colleges and community groups to become active in Table Cricket
- Train and upskill teachers and group leads to deliver Table Cricket sessions within their school or group
- Run a county-wide Table Cricket competition that feeds into Lord's Taverners regional structure. County competitions must provide a competitive opportunity for active schools and target participants that have limited access to mainstream competitive opportunities
- Recruit and train Young Leaders across both Super 1s and Table Cricket to support disability cricket activity
- Develop partnerships with external organizations and stakeholders resulting in an enhancement of the cricket development plan
- Manage and run monitoring and evaluation of Super 1s and Table Cricket through the provided online system
- Maintain regular communication and dialogue, whilst also capturing feedback, opinion and a review of satisfaction

- Provide formal written reports and case studies, and ensure that all monitoring and evaluation is undertaken as required
- Work closely with existing cricket clubs to engage with disabled people where possible
- Support the development of the wider pool of volunteers and sports coaches by mentoring and / or signposting for opportunities both formally and informally
- Ensure the branding and identity of the programmes within delivery
- Increase awareness of Super 1s and Table Cricket programmes locally

The successful post holder will be:

- Committed to improving the lives of young people
- Committed to their own personal professional development and play an active role in the professional development of your colleagues
- Represent the Lord's Taverners and Durham Cricket in a positive and professional manner at all times
- Ensure the health, safety and welfare of yourself, participants and others at all times
- Conduct sessions in accordance with the appropriate ECB guidelines and good practice
- Take part in other activities as and when required
- Perform all duties in an equitable manner and to actively promote the principles of equality amongst colleagues, partners and service users
- Conform to, actively commit to and promote both the Lord's Taverners and Durham Cricket's values when using any communication

▪ **QUALIFICATIONS AND EXPERIENCE**

Essential

- High levels of energy and enthusiasm and the desire to succeed
- Experience of delivering community development programmed
- Experience of working within Sports Development with recreational sports clubs and the enthusing of volunteers
- Experience and insight in disability
- Experience of partnership working and the ability to create strong and sustainable links
- Experience of working in both school and community settings
- The ability to develop and implement high quality, varied and creative activity/cricket sessions
- Good project management skills and ability to prioritise and work to deadlines
- Excellent customer service skills, with the ability to build relationships and communicate effectively with a diverse range of people.

- Effective communicator and the ability to engage with people of all levels
- Excellent leadership skills
- Ability to work independently and as part of a team
- Excellent administrative skills and evidence of project work
- Computer literate and effective user of Word, Excel, Outlook and other Microsoft programmes
- Child protection trained or, commitment to achieving this within a short period of time
- First Aid trained or, a commitment to achieving this within a short period of time
- ECB DBS checked
- Ability to travel independently between sites (Full and valid driving license)
- Willingness to work 'unsocial' hours, including evenings and weekends

Desirable

- Experience as a cricket coach to ECB level 2 or UKCC2 (or overseas equivalent)
- Understanding and experience of a variety of Cricket Development programmes
- Experience of managing a cricket coaching programme
- Experience of working with inactive people in recreational sport and/or physical activity sessions
- Experience of working with people with disabilities
- Experience of mentoring, supporting and encouraging volunteers
- Experience of monitoring and evaluating the impact of sessions and programmes
- Experience of working on cricket specific projects
- Experience of teaching/coaching children of all ages

SPECIAL CONDITIONS

The post holder will be based at The 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, The 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 1st May 2022.