



DURHAM CRICKET

EMPLOYMENT PACK

**HIGH PERFORMANCE TEAM ANALYST
&
ASSISTANT COACH**





INTRODUCTION AND OVERVIEW

Durham County Cricket Club was established as an amateur Minor County in May 1882. 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

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.

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

- 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

HIGH PERFORMANCE TEAM ANALYST & ASSISTANT COACH

JOB DESCRIPTION

JOB TITLE: HIGH PERFORMANCE TEAM ANALYST & ASSISTANT COACH
REPORTS TO: Director of Cricket
DEPARTMENT: High Performance
DATE: November 24th, 2022
SALARY: Competitive

1. MAIN PURPOSE OF JOB

Cricket is the nation's favourite summer sport. Following England's success in the Cricket World Cup, an exciting Ashes series and with domestic cricket seeing record numbers through the gates, Durham Cricket are offering a fantastic opportunity to be part of one of the North East's most successful sports clubs.

An exciting opportunity has arisen for somebody with exceptional data analysis skills and an in-depth understanding of the game of Cricket to join our high-performance department at Durham Cricket.

The successful candidate will support the Head Coach working in a highly motivated and technically proficient playing squad.

They will also be assisting the Head Coach with the delivery of coaching programmes for training, preparation and playing, both on and off the field, for the men's high-performance squad.

2. KEY ROLES AND RESPONSIBILITIES

- Manage the Performance Analysis department including coding all First Team professional matches.
- Provide live, in-match analysis and insights to help players and coaching staff make objective decisions.
- Produce opposition analysis for all 1st XI matches in collaboration with the coaching staff and team captain. •
- Provide post-match analysis of 1st XI matches at the request of the coaching staff, team captain and any ad-hoc player requests.
- Maintain performance related databases to contribute to opposition analysis and recruitment analysis.
- Provide tactical analysis to help inform coaching and playing strategy in first class, List A and Twenty20 cricket.
- Monitor competitor activity plus emerging technology to ensure the club is at the cutting edge of analytical support.
- Provide analysis (footage and data) to the Head Coach and Assistant Head Coach to improve the efficiency of any recruitment.
- Assist the Sports Science and Medicine department with any necessary filming and analysis.
- Provide hands-on coaching expertise by conducting training sessions to ensure the highest level of player performance is achieved and maintained reflecting all formats.
- Assist the Head Coach with the delivery of coaching programmes for training, preparation and playing, both on and off the field, for the men's high-performance squad.

3. KNOWLEDGE/EXPERIENCE/SKILLS NEEDED

Essential

- Minimum ECB or equivalent Level 3 Coaching Qualification
- Proven ability to effectively work in a challenging and high-profile environment
- Excellent knowledge and experience across all three playing formats
- Track record of coaching or playing success achieved over an extended period of time.
- Experience of providing performance analysis and knowledge management services to high-performance sports teams.

- Knowledge and understanding of contemporary ICT hardware/software related to performance analysis.
- Excellent communication and organisation skills.
- Excellent IT skills and good attention to detail.
- Good time management and presentation skills.
- Experience of using data visualisation such as Tableau/Power BI/R/Python etc.

Desirable

- Experience of working in a professional cricket environment.
- A Performance Analysis qualification.
- Experience using PCS Pro
- Sports science degree or background with an understanding of biomechanics, physiology and psychology in a cricket context.

SPECIAL CONDITIONS

The post holder will be based at Seat Unique Riverside as part of the High Performance 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

SALARY

Competitive depending on qualifications and 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, Seat Unique 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.

Deadline: 8th December at 5pm

Interviews: w/c 12th December

In selecting their preferred candidate Durham Cricket will be looking for specific examples of the experience, skills and attributes outlined as requirements within the Job Description and Person Specification.

Due to the high volume of applications we expect to receive for this role, Durham Cricket will not be able to provide feedback to unsuccessful candidates.