



# **DURHAM CRICKET**

**EMPLOYMENT PACK**

**STRENGTH & CONDITIONING COACH**



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

Durham County Cricket Club 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 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 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.

# **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**

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.

### **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**

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 – Strength and Conditioning Coach

## JOB ROLE

**Role:** Strength and Conditioning Coach

Reporting to the Head of Performance Science, the Strength and Conditioning coach will provide high quality Strength and Conditioning services to Pathway and EPP cricketers at Durham Cricket. This role will be pivotal in ensuring that high quality performance programming and delivery is provided across the male performance pathway. Attendance and service provision for home 2<sup>nd</sup> eleven fixtures, as well appropriate management of time/resource for academy and 2<sup>nd</sup> eleven training sessions, will be required. The role will involve working as part of a multi-disciplinary team to deliver best practice, to achieve the performance and professional objectives of the Science and Medicine team.

The successful applicant will demonstrate a high standard of professionalism and skill associated with the role, alongside experience of working in a team sport environment with adolescent and elite athletes / high performing teams. A desire to take the athletic standards of Durham Cricket players to the next level, alongside exceptional communication skills and the ability to problem solve logistical complexities is essential. Previous experience working within cricket is beneficial but not essential. While the role will be supported by the Head of Performance Science, the successful applicant must be able to work autonomously, and will show a commitment to continuing professional development and growth. An interest in the sport of cricket is important.

The role will also involve working with the coaching and administrative staff to further enhance the culture of Durham Cricket and in particular the Durham Cricket Academy. Extended hours and occasional travel during the County Cricket season (April-September) including weekends and Bank holidays is required. The post holder will be based at the Durham Cricket ground (Seat Unique Riverside, Chester-Le-Street).

## JOB DESCRIPTION

**Job Title:** Strength and Conditioning Coach

**Employer:** Durham Cricket

**Location:** Based at the Seat Unique Riverside, Chester-Le-Street. Regular travel required

**Employment Status:** Fixed Term Contract (2 years)

**Line Manager / Reports To:** Head of Performance Science

**Direct Reports:** Nil

## KEY RELATIONSHIPS

Director of Cricket  
Academy Director  
Science and Medicine Team  
Club Medical Officer  
Technical Coaches

## PURPOSE OF JOB

To provide Strength and Conditioning provision and support to the pathway and EPP players of Durham Cricket Academy. The aim to best prepare the players for performance, and to maximise their availability within a safe and supportive environment. In addition, facilitate and contribute to the delivery of the physical development and preparation of Durham Cricket's professional playing staff where appropriate.

## ROLES AND RESPONSIBILITIES

- Deliver high quality strength and conditioning provision to male performance pathway players (*and as and when required, the professional playing staff*).
- Work collaboratively with the Head of the Performance Science and Academy Physiotherapist to lead the strategies for physical preparation and performance of Academy and EPP players within a long-term athletic development framework.
- Be responsible for developing the program for pathway age groups.
- Collect, interpret and disseminate relevant workload and sport science testing data with members of the multi-disciplinary team and coaching staff.
- To work collaboratively with the rest of the MDT in identifying the specific needs and strategies for individual athletic development and performance.
- To work collaboratively with the medical team to maximise player availability via the design and facilitation of injury prevention and rehabilitation strategies.
- In collaboration with the Science and Medicine Team, and coaching staff, monitor, review and manage individual player's workloads and wellbeing on a daily / weekly basis with formal review at monthly multi-disciplinary support staff meetings.
- On occasions, provide support to senior teams, primarily in season physical development sessions with 2<sup>nd</sup> eleven squad members and occasional cover with 1<sup>st</sup> team squad sessions .
- Undertake regular professional development to enhance knowledge of best practice and to keep oneself up to date with current trends in the sport science/S&C sector.
- Participate/attend the annual ECB Sport Science and Medicine Conference.
- Active involvement in Durham Cricket Science and Medicine Team in-services, quality projects and research and development activities.

*Note: The above job description is not exclusive or exhaustive and the post holder will be required to undertake such tasks as may reasonably be expected within the scope and grading of the post.*

## **QUALIFICATIONS AND KEY COMPETENCIES**

### **Essential**

- Undergraduate Sports Science/S&C degree
- At least 1-2 years' experience of working as an S&C coach
- Up to date first aid qualification
- Record of continuing professional development
- Full UK Driving License

### **Desirable**

- Postgraduate qualification in Sports Science or S&C
- UKSCA accreditation or ability to attain within 6 - 12 months
- ISAK Level 1 Accreditation
- Previous experience working with young athletic populations

### **Specific Knowledge and Skills**

- An understanding of the physical demands of cricket and its injury profile
- Working experience with the development of young athletes
- Knowledge and understanding of workload management principles
- Proficiency with injury prevention, physical preparation, and rehabilitation of elite athletes
- Appropriate knowledge of concussion
- Ability to work collaboratively within a wider management group contributing to overall player wellbeing
- Appreciation of the different approaches needed when working with maturing male athletes
- Excellent interpersonal and communication skills, both written and verbal
- Computer literacy including use of Microsoft Office and electronic online databases

### **Personal Attributes, Aptitudes and Abilities**

- Excellent communication and inter personal skills
- A commitment to equal opportunities and working towards equality standards
- Flexibility to work extended hours including evenings, weekends, and Bank holidays
- A positive attitude with initiative, focus and drive
- Attention to detail and ability to plan effectively
- Patience with an orderly approach to problem solving
- Ability to work independently and effectively under pressure
- Ability to work within a team and contribute to the overall success of the team and the Club
- Interact effectively with all departments and personnel at the Club
- Passionate towards developing young players in preparation for elite cricket performance
- Contribute positively at all times to facilitate a pleasant and friendly atmosphere throughout the Club
- Commitment to work to the club standards within formalised rules, regulations, policies, and procedures

## **OTHER CONDITIONS**

The post holder will be based at the Seat Unique 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 in line with the requirements and responsibilities of the role. 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.

## **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

## **SALARY**

£25,000 - £27,000

## **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 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 [sam.clark@durhamcricket.co.uk](mailto:sam.clark@durhamcricket.co.uk)

Closing date for applications is the **8<sup>th</sup> September 2023**, initial interviews via Microsoft Teams scheduled for **w/c 11<sup>th</sup> September 2023**.