



DURHAM CRICKET

Consultant Performance Psychologist



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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

Consultant Performance Psychologist

Contracted to the Director of Cricket, and Head of Medical Services/Lead Physiotherapist, the Psychologist will provide psychology services and support to the Professional and Academy program players. The service will involve working alongside a multi-disciplinary team to deliver best practice to assist in achieving the performance and professional objectives of the Science and Medicine team.

The Consultant will demonstrate high-standard clinical skills and have experience working in a team environment with elite athletes / high performing teams. Previous experience working within cricket is beneficial but not essential. While the service will be supported by the Head of Medical Services/Lead Physiotherapist and Lead Psychologist, the Consultant must be able to work autonomously and will show a commitment to continuing professional development and growth. An interest in cricket is important.

The provision of the service will also involve working alongside the coaching and administrative staff to further enhance the culture of Durham Cricket and its high-performance environment by upholding the club values and behaviours.

The Consultant will predominantly provide the service at the Riverside in Chester-le-Street. However travel throughout the UK during the County Cricket season (April-September) will be required, including some weekends and Bank holidays.

DUTIES

Service: Consultant Performance Psychologist

Client: Durham Cricket

Location: The Banks Group Riverside, Chester-Le-Street.

Reports To: Head of Performance Science/Lead Strength and Conditioning Coach (Men & Women)

Direct Reports: Nil

Reports To: Director of Cricket and Head of Medical Services/Lead Physiotherapist

Key Relationships:

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

PURPOSE:

To provide psychology service provision and support to the Professional, Academy and Pathway programme players to best prepare Durham players for performance and maximise player availability within a safe and supportive environment.

Duties and Responsibilities

The provision of the service will include:

- Support the delivery of a performance psychology strategy, driving key performance measures for players from a psychology perspective and support the overall performance plan for individuals and squads
- Influence and contribute to a psychologically informed performance environment working closely with coaches and performance staff to help shape team culture on and off the pitch
- Conduct and support the screening and profiling of players to understand needs
- Support players 121 with their individual development plans
- Deliver team-based session to contribute to team performance goals and progress as required by coaching and performance staff
- Contribute to wider the MDT's (academy and women's) to support player performance and associated development goals
- Play an active role in monthly performance and well-being panel alongside the Head of Performance, CMO and psychology consultants
- Actively participate in player reviews, including return to play support plans, transition plans
- Proactively develop and maintain strong relationships with external partners and stakeholders
- To work collaboratively with the Head of Performance, CMO and Clinical Psychology support to ensure high levels of clinical care, wellbeing/mental health support
- To support and contribute to ECB and club with research projects and CPD events that will enhance the psychology provision of players at Durham County Cricket Club

Note: The above list of service duties and responsibilities is not exclusive or exhaustive and the Consultant will be required to undertake such tasks as may reasonably be expected within the scope and grading of the consultancy.

Qualifications and Key Competencies

Essential Criteria

- Current (or working towards) registration with the Health and Care Professions Council (HCPC)
- Professional accreditation (or working towards) British Psychological Society (BPS) Chartered Status and/ or Qualification in Sport & Exercise Psychology (QSEP) Stage 2, or British Association of Sport and Exercise Sciences (BASES) Sport and Exercise Psychology Accreditation Route (SEPAR) (or equivalent)
- Experience of working independently as a qualified performance sport psychologist.
- Experience of working in high-performance sport
- Experience of working 121 with players and in a group setting, both individually and alongside members of the wider MDT
- High standards of personal and professional integrity
- Excellent personal and interpersonal skills
- Ability to work collaboratively and contribute to building a high-performing team culture
- Enhanced DBS
- Full UK Driving Licence

Desirable

- Previous experience of working in cricket
- Trained in the delivery of psychological profiling e.g., Spotlight
- PhD within performance psychology and/or talent development areas

OTHER CONDITIONS

The Consultant will provide their services predominantly at The Riverside working alongside 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. 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.

SAFER RECRUITMENT POLICY

Durham Cricket is committed to safeguarding and protecting the children and young people that we work with. As such, all staff and contractors are subject to a safer recruitment process, including the disclosure of criminal records and vetting checks where appropriate.

PROVISION OF SERVICE

Minimum of 24 hours per week (0.6FTE) for 1 year fixed term

CONSULTANT RATE

Competitive, relative to skills/experience

WORKPLACE

Durham Cricket, The Banks Homes Riverside, Chester-le-Street, DH3 3QR

TO APPLY

To apply to provide the services please send a covering letter detailing your suitability for the role and a current CV to susan.dale@durhamcricket.co.uk

Closing date for applications is **20 April 2025**