



Durham Cricket Foundation - is the charitable arm of Durham Cricket which supports communities' health and wellbeing by impacting lives in a positive way through cricket, delivering initiatives which provide opportunities and improve the lives of our local community.

We promote community participation in healthy recreation by providing facilities for the playing of cricket and other sports capable of improving health. Programmes are delivered along 5 activity pillars of health, education, social cohesion, grassroots sports and club development.

We are also the recreational body in Durham responsible for all non-first class cricket related activities in the County, we lead, inspire, and influence the growth, quality and accessibility of cricket.

We are recruiting enthusiastic, passionate, and professional individuals to join our team to deliver on our strategic plans.

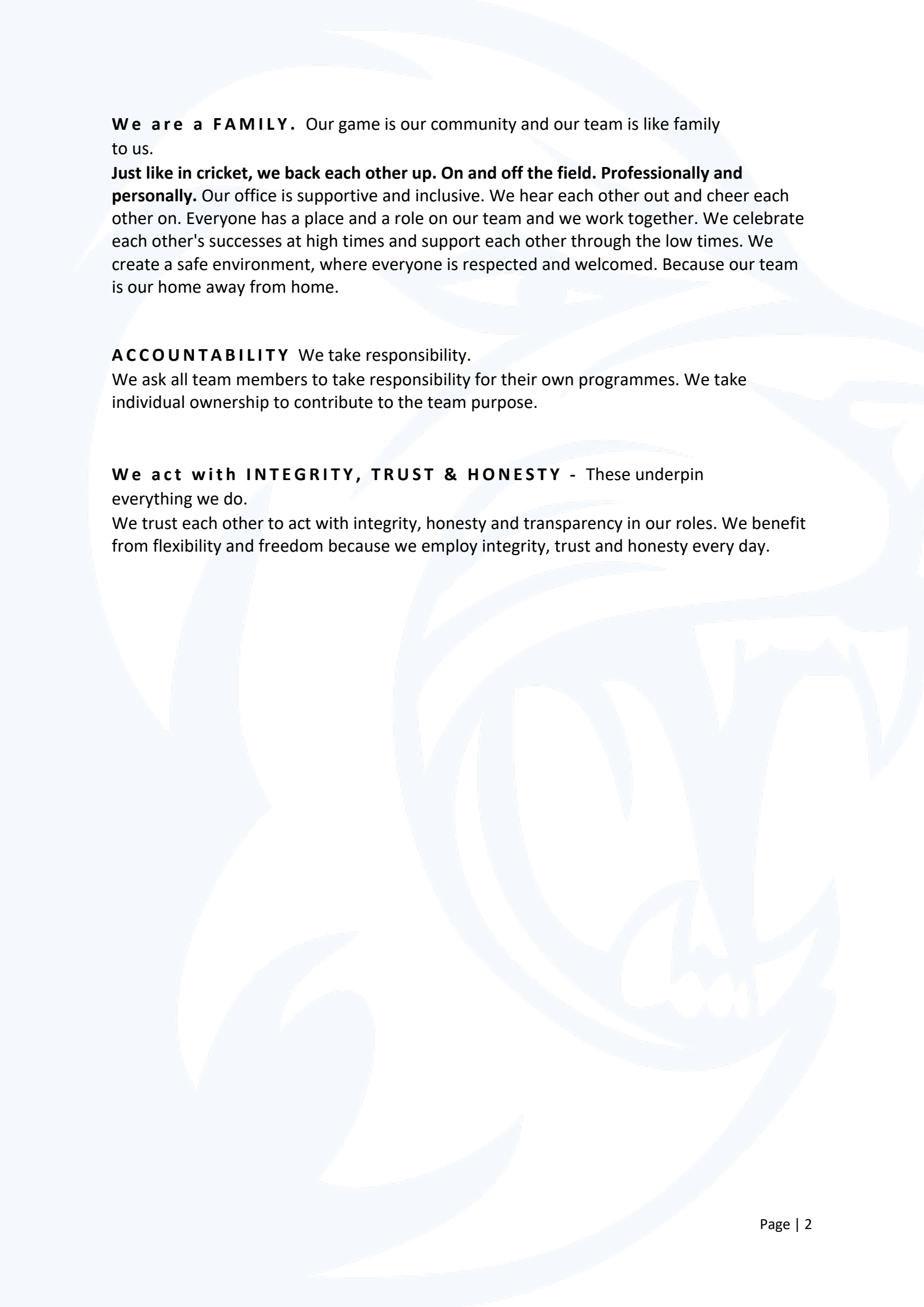
Our Values

We are INSPIRATIONAL to everyone we come in contact with.

We are here to inspire. Everywhere and everyone. Whether that's on a winter night in the indoor hall or on a summer's day at a cricket game. We are inspirational to everyone we meet, whether that's someone we speak to in passing or someone we work with on a regular basis. Our enthusiasm for the game is contagious, and it carries over - to the players we work with, to parents, to clubs and volunteers.

You have FREEDOM to TRY - It's better to fail than not try.

You are supported to think outside the box. Whether you succeed or not. Never be afraid to try new things and be innovative. We operate with a mantra of support and encouragement, and we truly believe that it's better to fail than not try. You are allowed to colour in outside the box. Our best successes come from bold ideas which we put to practice. You are working in a supportive team and whichever way it goes, we will always encourage you to have a go and walk a new path. Our game needs ideas and innovation. Don't be afraid to get creative.



We are a FAMILY. Our game is our community and our team is like family to us.

Just like in cricket, we back each other up. On and off the field. Professionally and personally. Our office is supportive and inclusive. We hear each other out and cheer each other on. Everyone has a place and a role on our team and we work together. We celebrate each other's successes at high times and support each other through the low times. We create a safe environment, where everyone is respected and welcomed. Because our team is our home away from home.

ACCOUNTABILITY We take responsibility.

We ask all team members to take responsibility for their own programmes. We take individual ownership to contribute to the team purpose.

We act with INTEGRITY, TRUST & HONESTY - These underpin everything we do.

We trust each other to act with integrity, honesty and transparency in our roles. We benefit from flexibility and freedom because we employ integrity, trust and honesty every day.

CRICKET DEVELOPMENT COACH

(35 Hours per week, Permanent Contract)

An exciting opportunity has arisen for a cricket coach to advance the development of the game for children, young people and adults. The main objective will be to deliver cricket-based activities throughout County Durham.

The individual would be expected to provide coaching sessions, activities, games, festivals and competitions as well as promote opportunities to continue to participate in traditional cricket settings and non-traditional settings. All activity will link into local club and county board programs which promote access to sustainable participation.

Additional Information:

Relevant Training will be provided for the successful candidate.

Appropriate coaching, clothing and equipment will be provided to the successful candidate.

The initial role is offered on a full-time contract and is subject to a successful probation period.

MAIN PURPOSE OF THE ROLE

To be responsible for planning and delivering a co-ordinated coaching programme, always providing quality coaching in a friendly and professional manner.

MAIN RESPONSIBILITIES AND DUTIES

- Coach young people and adults of all abilities and cater for a wide range of experience.
- Retain people of all ages in sport by ensuring a high-quality, enjoyable, player centred experience and providing guidance on progression opportunities based on the person's interests and abilities.
- To develop structured links between schools and national programs.
- Prepare and deliver high quality community-based cricket coaching programs
- Deliver high quality cricket coaching sessions on the Durham Cricket Development Pathway
- Develop partnerships with the relevant organisations.
- Prepare and deliver programmes of work in consultation with Chief Executive and Operations Manager
- Deliver the 'Chance to Shine' project to their allocated schools and on behalf of allocated clubs.

- Complete all monitoring related to any programs in a detailed and timely manner.
- Work with clubs on the All Stars and Dynamos programs.
- Provide quantitative and qualitative progress reports on their work programme.
- Provide case studies and good news stories in collaboration with the PR & Marketing Officer.
- Take responsibility for completing and returning all the necessary forms.
- Work in designated communities with identified target groups throughout the district / county.
- Manage allocated areas of the organisations work programmes.
- Attend meetings with partners on behalf of the Durham Cricket Foundation.
- Be aware and comply with all relevant Health and Safety regulations and work procedures as highlighted by your line manager.
- Wear and maintain issued uniform or clothing as directed and to conduct yourself in a manner commensurate with the high-profile image of the Durham Cricket Foundation.
- Maintain a flexible approach commensurate with the aims of the Durham Cricket Foundation.
- Work unsociable hours as required.
- Engage in a managed continuous personal development plan, based on learning centred approach and the requirement of the coaching role.
- Agree to adhere to ECB 'Code of Ethics and Conduct for Sports Coaches', Equity & Child Protection Policies.

The above responsibilities and duties do not include or define all tasks which may be required to be undertaken by the postholder. The responsibilities and duties may vary without changing the general character of the level of responsibility and duties involved. These factors are reflected in the grading of the post.

This job advert only contains the principal accountabilities / main duties relating to this post and does not describe in detail all of the duties that the post will require. The post holder will be expected to work weekends and also some evenings as and when required.

The post holder will be required to attend the office for a whole team meeting once a month on a Monday. The remaining of their working week will depend on the projects and meetings required and administration/meetings can take place at the office/remotely/at home. The individual will be required to travel throughout the County.

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 safe 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.

Due to the requirements of the role and responsibilities assigned to the post holder, successful applicants will undergo an enhanced Disclosure and Barring check (DBS).

Candidates/post holders will be expected to demonstrate the following:

Assessment: Application & Interview

Qualifications and Training

Minimum qualification ECB Level, with the relevant experience for the coaching role.	E	
Attendance on First Aid and relevant Safeguarding course		D
Member of the ECB Coaches Association.	E	
Attendance on ECB Chance to Coaching in Schools Module		D

Experience and Understanding

Experience of working with young people and adults, ideally in a range of environments including schools/ clubs/ youth clubs / community settings	E	
Experience of coaching in school / club link schemes	E	
Experience of working, teaching or coaching within a school or sports club environment	E	
Flexible and creative approach to coaching		D
Experience of undertaking risk assessments		D
An understanding of the needs of target groups including women and girls, black and ethnic minority communities, disabled people and people from areas of deprivation	E	
Understand ECB pathway(s) ie. Coaching, Volunteering etc.		D
Experience of delivering Clubmark		D
Experience of Club Development		D
Experience of organising events	E	
Strong commitment to safeguarding	E	
Strong commitment to tackling discrimination in all its forms	E	

Key Skills

Strong communication, interpersonal, planning and organisational skills.	E	
Be self-motivated and have the ability to motivate others	E	
Good IT skills ability to review and adapt	E	
Ability to lead and support teams		D
Ability to meet agreed targets and produce regular reports	E	
Excellent time management and organisational skills		D
Ability to work unsupervised	E	

Special Aptitudes

Valid driving licence and regular access to effective means of transport	E	
Flexible working week, available evening and week-ends	E	
A willingness to learn and commitment to continuous professional development	E	
Commitment to and ability to promote equality of opportunity	E	

OTHER CONDITIONS

The post holder will be based at Seat Unique Riverside as part of the Durham Cricket Foundation. 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 will involve some out of hours work – evenings, weekends, Bank Holidays, as necessary. There will also be significant travel around the region to meet different organisations.

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, 35 hours per week.

SALARY

Starting from £24,000

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, Banks Homes Riverside, Chester-le-Street, DH3 3QR

TO APPLY

To apply for the role please download an application form from our website here and send your completed application to foundation@durhamcricket.co.uk

We don't accept CVs and cover letters.

Closing date for applications – Sunday 9th August

If you would like an informal discussion on the role please contact Michael Armstrong, Operations Manager on 07736033745.