

## Job Description – Regional Director of Women’s Cricket

<b>Job Title:</b>	Regional Director of Women’s Cricket – London and East Sunrisers Region
<b>Reports to:</b>	CEO: Middlesex Cricket – Regional Host

### Purpose of the Job:

Women’s & girls’ cricket is set to be transformed as part of an exciting strategy to Inspire Generations by connecting communities and improving lives through cricket, ensuring cricket is a game for all.

The Regional Director of Women’s Cricket role is an exciting opportunity to establish and lead a senior team and academy for the Region and to work collaboratively with others in the region to deliver an accessible and inclusive player pathway which is underpinned by a thriving recreational game that welcomes a broad, representative playing population.

As Regional Director of Women’s Cricket, you will be a passionate advocate of the game, maximising opportunities for female players to experience high quality provision to foster a long-term involvement with cricket whilst supporting all players to maximise their potential.

The role requires you to influence the wider cricket network and build relationships to Transform Women’s and Girls’ Cricket within your region whilst being able to offer clear direction aligned to the national game priorities. **You will be one of eight new Regional Directors of Women’s Cricket, responsible for the London and East Sunrisers Region** and will play a key role in shaping the future success of the game.

### Principle Responsibilities:

The Regional Director of Women’s Cricket will provide leadership and strategic direction in the following key areas:

#### Regional Senior Team

The Regional Director of Women’s Cricket will:

- Agree, monitor and control budget expenditure for the senior team
- Lead a team of performance staff to offer year-round high quality, holistic individualised programmes for players involved in the elite domestic competitions
- Work collaboratively with the ECB to ensure all performance requirements are aligned to the overall objective of developing players for England
- Ensure the effective delivery of the regional senior team into the ECB organised 50-over and T20 competition programme
- Work in collaboration with the paired women’s team in The Hundred to maximise efficiencies and grow the profile of the women’s game

#### Regional Academy

The Regional Director of Women’s Cricket will:

- Agree, monitor and control budget expenditure for the Academy
- Ensure the effective delivery of the Academy in line with the ECB Talent Development Framework
- Work with other Counties in the region to develop aligned Player ID and Selection processes
- Work with other Counties in the region to provide an accessible, representative, and transparent talent development system that operates effectively across the region

- Line manage Talent Managers (1 in 2020) to offer high quality, development focused programmes for age group players to help them maximise their potential
- Ensure that all talent development and performance environments are driven by the social and emotional development needs of players alongside traditional performance requirements
- Work closely with partners to ensure the ongoing development of the workforce tasked with influencing the women's & girls' game and maximise bespoke learning opportunities for these individuals
- Be informed in best practice and expertise across the fields of talent development and talent identification to support the drive for a world leading pathway for women and girls

## **Participation and Growth**

The Regional Director of Women's Cricket will:

- Work with Counties in the region to deliver high quality experiences for females introduced to the game for the first time
- Work with key partners to ensure the current players are provided with outstanding experiences through cricket
- Work with Counties in the region to provide an inclusive, transparent and supportive transition from recreational cricket to talent pathway programmes to allow players to maximise potential
- Work in collaboration with the Regional Head of Participation and Growth to prioritise the delivery of participation and growth initiatives across the region for women and girls

## **Job Context:**

The Regional Director of Women's Cricket is a key strategic and leadership role in delivering the high performance and elite women's cricket ambitions within the Transform Women's and Girls' Cricket that sits as one of six priorities in Inspiring Generations 2020-2024.

This exciting opportunity to shape the future of female cricket will be achieved through collaborative working relationships and the role will require working with senior executives across the game to maximise exposure and raise the profile of women's and girls' cricket.

The nature of this leadership role requires the ability to manage and lead individuals as well as multi-disciplinary teams operating across the whole spectrum of the player pathway.

## **Employment**

This is initially a fixed term contract of two years duration in line with the ECB funding for this role.

The salary offered will be competitive with similar roles within the network.

The job will be based at Lord's but will have responsibility for the whole London and East region. This region includes: Essex, Middlesex, Northamptonshire, MCC, Bedfordshire, Cambridgeshire, Hertfordshire, Huntingdonshire, Norfolk and Suffolk.

## **Working Relationships:**

- Regional Host CEO
- CEOs of all participating First Class and National Counties and MCC
- Directors of Cricket London Spirit (Mens' and womens' teams)
- ECB MD, Women's Cricket
- ECB Head of Women's Domestic Cricket
- ECB Director, England Women
- ECB National Talent Manager
- ECB Heads of Regions/Regional Growth Executives
- Talent Managers
- ECB Head of The Hundred - Women's Competition

- Emerging Player Programme Head Coaches
- County Age Group Managers
- ECB Head of Science, Medicine and Innovation – England Women
- ECB Head of Coach Development
- Science & Medicine staff

**Skills, Knowledge and Experience:**

- Excellent leadership, communication, interpersonal and influencing skills
- Extensive experience of delivering strategy through innovative and engaging interventions
- Experience and skills in budgeting, planning, programming, organisation and monitoring of key strategic priorities
- Knowledge of best practice principles underpinning talent development environments

**Personal Attributes:**

- A clear passion for changing lives and making a difference through sport
- High standards of personal and professional integrity
- High levels of energy and enthusiasm
- Resilience and a strong drive to drive change
- Honesty and openness
- An appetite to constantly seek improvement in all aspects of work

**Equal Opportunities**

1. To ensure that all departments are provided within an anti-discriminatory framework and take account of such issues as race, gender, sexuality, disability religion and age.
2. To carry out work in a manner which promotes equality of opportunity to both staff and students.

**Safeguarding**

1. Staff must evidence a commitment to the safety and welfare of children, young people and adults at risk regardless of their age, gender, language, religion, ethnic background or sexual identity and ensure the safety and protection of all children, young people and adults at risk taking part in any activity arranged by or in the name of the Club.
2. It is a requirement for staff to follow the ECB Safehands and Safe guarding policy reporting procedures to report without delay, allegations of abuse, poor practice or which is or may impact on the welfare of a child, young person or adult at risk. After contacting and taking guidance from a safeguarding team, staff must use the correct procedure to report any concern within 24 hours.