



JOB PACK

DURHAM CRICKET

ASSISTANT ACADEMY COACH



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INTRODUCTION AND OVERVIEW OF DURHAM CRICKET

Durham County Cricket Club was established as an amateur Minor County in May 1888. 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 has played in the professional ranks since 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 15,000 permanent seating capacity and the Club has staged international cricket every year since 1999 including the successful Ashes Test held in 2013. The Company has been awarded a package of international matches to 2024 including three games in the ICC Cricket World Cup in 2019.

Durham CCC is currently in the process of merging with the Durham Cricket Board and this will alter the way that the County Age Group squads operate. This process has resulted in the new position of Assistant Academy Coach being created.



VISION, PURPOSE AND VALUES OF DURHAM CRICKET

Business direction, vision and values – the why and the how of what we do

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

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.

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

- 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



JOB ROLE: DURHAM CRICKET ASSISTANT ACADEMY COACH

Durham Cricket is seeking to appoint a full-time Assistant Academy Coach who will contribute to the effective operation of the Academy programme. Durham Academy has been hugely successful in developing local players and assisting their progression to leading roles in first class and international cricket. The Academy is looking to recruit an enthusiastic, energetic Coach to enhance the existing practice, training and match programme. The successful candidate will provide professional coaching support across the whole player pathway with specific responsibility for the younger age groups.

JOB DESCRIPTION AND PERSON SPECIFICATION

Job Title:	Assistant Academy Coach
Department:	Cricket
Based at:	Emirates Riverside, Chester-le-Street
Position reports to:	Durham Cricket Academy Director
Key working relationships:	Academy Director Assistant Academy Director High-Performance Coaching Team Strength & Conditioning Team Physiotherapist Cricket and Exec Secretary
Remuneration:	£18500-£25000 per annum depending on qualifications and experience

Job purpose

The main purpose of the role will be providing a solid foundation from which Durham Cricket's most talented players can progress. Individual player programmes will be developed and delivered within a supportive squad environment. Specifically, the Assistant Academy Coach will:

1. Take responsibility for the County Age Group programme for the U12 and U13 squads.
2. Assist with the County Age Group programme for U14 to U17 squads.
3. Assist with coaching of Academy players.
4. Assist with coaching of the Professional squad.

Key Duties and Responsibilities

- Coach on both the Academy and Emerging Players Programmes, assisting with the selection, coaching and monitoring of players, and also the player review process.
- Lead Coach for two County Age Group (CAG) squads (winter and summer) and assisting with all winter CAG training programmes.
- To assist, when required, with the coaching of the Durham Cricket professional playing staff as directed by the Director of Cricket and High-Performance Coaching team.
- To assist the Academy Director in the identification, monitoring and trialling of talented players.
- To undertake various basic administrative duties including report writing and emailing as directed by the Academy Director.
- To serve as a role model in conjunction with Durham Cricket's values and behaviours.
- To undertake any other related duties as directed by the Academy Director.

PERSON SPECIFICATION

Qualifications, Skills and Experience

Essential	Desirable
<ul style="list-style-type: none"> • A minimum ECB Level 2 Coaching qualification • Experience coaching on a County player pathway • Knowledge and understanding of the junior and senior recreational cricket, and the ability to establish and maintain good working relationships with key personnel in clubs and schools • Excellent coaching, communication and organisational skills • Personal qualities including energy and enthusiasm, professional rapport with staff and flexibility / adaptability • Ability to work unsupervised • Up to date Safeguarding, First Aid and DBS certification • Holder of a full driving licence • Strong administration skills and competent use of Word, Excel and Outlook • Current ECB Coaches Association membership 	<ul style="list-style-type: none"> • ECB Level 3 Coaching qualification • IT proficient in terms of videoing, analysis and communications • Experience of playing the game at a high level • A knowledge and understanding of the professional game nationwide and through to National and International level • Working knowledge of ECB strategy for cricket • Ability to drive a 17-seater mini bus

SPECIAL CONDITIONS

The post holder will be based at the Emirates Riverside as part of the Cricket Department. Due to the nature of the work the post holder will carry out his / her duties at such times / days which are most appropriate to perform the tasks required. This will involve out of hours work – evenings, weekends, Bank Holidays, as necessary. There will also be a requirement to attend events, presentations and 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

Durham Cricket will ensure that all existing and potential employees receive equal consideration, and is committed to the elimination of unlawful or unfair discrimination on the grounds of gender, race, disability, colour, ethnic and national origin, nationality, sexuality, marital status, responsibility for dependants, religion, trade union activity and age.

APPLICATION PROCESS

Candidates interested in applying for this position should send their current CV, together with a covering letter detailing why they think they are suited for this role.

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

All applications must be submitted to recruitment@durhamccc.co.uk

Closing date for applications is midnight on Friday 4th January, 2019.

Interviews will commence from w/c Monday 7th January 2019.

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 applicants.