



# **DURHAM CRICKET**

**EMPLOYMENT PACK**

**HIGH PERFORMANCE  
BOWLING COACH**



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

Durham County Cricket Club (DCCC) 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 had significant success winning the County Championship three times and being runners up once, and also 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, regularly 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 that ended in 2021. 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. Four separate organisations sit under the Durham Cricket umbrella and these are briefly described below.

**Durham Cricket Community Interest Company (CIC)** – Durham Cricket CIC operates the professional cricket side of the business.

**Durham Cricket Board** - the Durham Cricket Board is the recreational body in Durham responsible for all non-first class cricket related activities in the County. Primarily responsible for driving the growth in participation and ensuring the cricket clubs in the county are organised in a way to provide safe, welcoming environments to allow people to enjoy a lifelong involvement in cricket.

**Durham Cricket Events** – Durham Cricket Events runs the meetings and events, hospitality and catering operations at the Riverside.

**Durham Cricket Foundation** – the Foundation is the charitable arm of Durham Cricket and delivers initiatives aimed at providing opportunities and improving the lives of the local community.



# 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 of 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

## **JOB ROLE: HIGH PERFORMANCE BOWLING COACH**

**Job Title:** High Performance Bowling Coach

**Department:** High Performance Team

**Reports to:** Director of Cricket

**Location:** Seat Unique Riverside

**Contract type:** Permanent

### **JOB DESCRIPTION**

The Bowling Coach will be responsible for the technical and tactical preparation, monitoring, maintenance and improvement of all Durham Cricket's professional bowlers, and the implementation of bowling programmes for the club's emerging players.

### **Areas of Responsibility:**

- Develop a clear strategy for Durham Cricket's professional bowlers that has an alignment with the Talent Pathway.
- Prepare and deliver specialist bowling programmes.
- Work closely with the Sports Science and Medical Department in applying appropriate strength and conditioning principles relevant to safe bowling.
- Contributing, as required, to player identification, selection and assessment activity.
- Contributing as an active team member of the High-Performance Coaching group by bringing a diverse and expert perspective, enabling the development of world's best practice.
- To advise on the performance of the Club's Playing Staff and Coaches and the recruitment and retention of players.
- Develop positive and strong working relationships, and work closely with other specialist coaches, both in professional cricket, and in the Talent Pathway.
- Carry out other duties, appropriate to the position of Bowling Coach as required.

### **Qualifications and Skills Required:**

- Achieved Specialist Coach (Level 4) qualification (or international equivalent).
- A proven track record of coaching elite teams and players.
- A deep understanding of First-Class cricket and International demands.
- Demonstrable expertise in areas associated to learning and development, with a hunger to grow this expertise further.

- The ability to devise, deliver and manage coaching programmes for individuals, groups and teams.
- Solid knowledge and understanding of sports science.
- Excellent communication and interpersonal skills.
- High levels of motivation and the resilience required to thrive in a varied and demanding high performance role.
- Capability and appetite for extensive domestic travel.
- Current DBS, Child Protection (Safeguarding Young People)

## **OTHER CONDITIONS**

The post holder will be based at the Seat Unique Riverside, Chester-le-Street as part of the High Performance 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, as necessary.

## **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**

The First Class County/County Cricket Board 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 permanent contract

## **SALARY**

Competitive

## **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, 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 [recruitment@durhamcricket.co.uk](mailto:recruitment@durhamcricket.co.uk). Closing date for applications is 5pm on 31<sup>st</sup> October.

For an informal discussion on the role please contact Marcus North on 07716 503240.