



DURHAM CRICKET

EMPLOYMENT PACK

STRENGTH & CONDITIONING COACH - WOMENS & GIRLS PATHWAY



DURHAM CRICKET

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.

PURSUIING 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– Womens & Girls Performance Pathway Strength and Conditioning Coach

JOB ROLE

Role: Strength and Conditioning Coach - Womens & Girls Performance Pathway

Reporting to the Lead Womens Strength and Conditioning Coach, the Pathway Strength and Conditioning coach will provide high quality Strength and Conditioning services to Academy, EPP and Pathway cricketers for Durham Cricket's Womens and Girls Pathway. This role will be pivotal in ensuring that high quality performance programming, and delivery is provided across the performance pathway. Attendance and service provision for home and away fixtures, as well as training sessions, will be required. The role will involve working as part of a multi-disciplinary team to deliver best practice in order to achieve the performance and professional objectives of the Science and Medicine team.

The successful applicant will demonstrate a high-standard of professionalism, knowledge and coaching delivery, alongside experience of working in a team sport environment with elite athletes / high performing teams. A desire to take the athletic standards of Durham Cricket and its womens and girls players to the next level, through exceptional communication skills and the ability to problem solve logistical complexities is essential. Previous experience working within cricket is beneficial but not essential. While the role will be supported by the Lead Womens Strength and Conditioning Coach, the successful applicant must be able to work autonomously, and will show a commitment to their own continued professional development and growth. An interest in the sport of cricket is important.

The role will also involve working with the coaching and administrative staff to further enhance the culture of Durham Cricket. Extended hours and regular travel throughout the UK during the Cricket season (April-September) including weekends and Bank holidays will be part of this role. The post holder will be based at the Durham Cricket ground (Seat Unique Riverside, Chester-Le-Street).

JOB DESCRIPTION

Job Title: Pathway Strength and Conditioning Coach - Womens & Girls Performance

Employer: Durham Cricket

Location: Based at the Seat Unique Riverside, Chester-Le-Street.

Employment Status: Fixed Term Contract (2 years)

Line Manager / Reports To: Head of Performance Science/ Lead Womens Strength and Conditioning Coach

Direct Reports: Nil

KEY RELATIONSHIPS

Director of Cricket

Lead Womens Strength and Conditioning Coach

Womens & Girls Pathway Physiotherapist

Wider Science and Medicine Team

Head Coach

Technical Coaches

PURPOSE OF JOB

To provide Strength and Conditioning provision and support to the Academy, EPP and Pathway players, to best prepare Durham Cricket's Womens & Girls for progression to professional womens cricket, maximising player availability and performance within a safe and supportive environment.

ROLES AND RESPONSIBILITIES

- Deliver high quality strength and conditioning to female performance pathway players.
- Work collaboratively with the Lead Womens Strength and Conditioning Coach and wider Science and Medicine Team, to lead the strategies for physical preparation and performance of Academy and EPP players within a long-term athletic development framework.
- Be responsible for developing the program for the pathway age groups.
- Collect, interpret and disseminate relevant workload and sport science testing data with members of the multi-disciplinary team and coaching staff.
- To work collaboratively with the rest of the MDT in identifying the specific needs and strategies for individual athletic development and performance.
- To work collaboratively with the medical team to maximise player availability via the design and facilitation of injury prevention and rehabilitation strategies.
- In collaboration with the Science and Medicine Team, and coaching staff, monitor, review and manage individual player's workloads and wellbeing on a daily / weekly basis with formal review at monthly multi-disciplinary support staff meetings.
- On occasions, provide support to senior teams.
- Undertake regular professional development to enhance knowledge of best practice and to keep oneself up to date with current trends in the sport science/S&C sector.
- Participate in the annual ECB Sport Science and Medicine Conference.
- Active involvement in Durham Crickets Science and Medicine Team in house services, quality projects, and research and development activities.

Note: The above job description is not exclusive or exhaustive, and the post holder will be required to undertake such tasks as may reasonably be expected within the scope and grading of the post.

QUALIFICATIONS AND KEY COMPETENCIES

Essential

- Undergraduate Sports Science/S&C degree
- At least 1-2 years' experience of working as an S&C coach
- Up to date first aid qualification
- Record of continued professional development
- Full UK Driving License

Desirable

- Postgraduate qualification in Sports Science or S&C
- UKSCA accreditation or ability to attain within 6 - 12 months
- ISAK Level 1 Accreditation
- Previous experience working with young athletic populations
- Previous experience using Vald Force Plate and Catapult GPS Technologies

Specific Knowledge and Skills

- An understanding of the physical demands of cricket and its injury profile
- Working experience with the development of young athletes
- Knowledge and understanding of workload management principles
- Proficiency with injury prevention, physical preparation, and the rehabilitation of athletes
- Ability to work collaboratively within a wider management group, contributing to overall player wellbeing
- Appreciation of the different approaches/training considerations needed when working with developmental female athletes
- Excellent interpersonal and communication skills, both written and verbal
- Computer literacy including use of Microsoft Office and electronic online databases

Personal Attributes, Aptitudes and Abilities

- Excellent communication and inter personal skills
- A commitment to equal opportunities and working towards equality standards
- Flexibility to work extended hours including evenings, weekends, and Bank holidays
- A positive attitude with initiative, focus and drive
- Attention to detail and ability to plan effectively
- Patience with an orderly approach to problem solving
- Ability to work independently and effectively under pressure
- Ability to work within a team and contribute to the overall success of the team and the Club
- Interact effectively with all departments and personnel at the Club
- Passionate towards developing young players in preparation for elite cricket performance
- Contribute positively at all times to facilitate a pleasant and friendly atmosphere throughout the Club
- Commitment to work to the club standards within formalised rules, regulations, policies, and procedures

OTHER CONDITIONS

The post holder will be based at the Seat Unique Riverside as part of the Science and Medicine Department. Due to the nature of the work, the post holder will carry out his/her duties in line with the requirements and responsibilities of the role. 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.

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 employed

SALARY

Competitive, relative to skills/experience

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, The 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 sam.clark@durhamcricket.co.uk

Closing date for applications is **22nd October 2024**

