



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, creating opportunities and developing the wider cricket and sports offer for our communities. 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.



Job Description

Role:	Head of Cricket Networks
Organisation:	Durham Cricket Foundation
Contract:	Permanent Contract, 35 hours a week
Responsible to:	Chief Executive Officer
Salary:	£28,000

Safeguarding Statement

Durham Cricket Foundation is committed to safeguarding and protecting the children, young people and vulnerable adults 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.

Job purpose and focus

Cricket in Durham survives due to the many cricket networks that work tirelessly year on year to help the game thrive. Cricket cannot operate without volunteers – they are the most important people in our sport. We need more of them for the sport to thrive and we are committed to creating opportunities for this.

Our aim and priority is to grow the number of volunteers who support cricket in many different roles – be it as Groundstaff, an Official, a Coach or a club or league volunteer. Whilst the current offering of courses to volunteers is good, there is still so much more that can be done to help develop, support, retain and reward these people – the main reason we are looking to appoint an outstanding individual to drive growth in this area.

Our desire is to support the sport's invaluable volunteers and the organisations they work in, with a dedicated Head of Cricket Networks. This will provide regular support

and opportunities for people to grow and succeed, ensuring we do not lose people and players from the game.

The main responsibilities of this role will be:

- Produce a volunteer strategy that incorporates all groups of volunteers (Coaches, Officials, Groundstaff, Club and League Volunteers, Young Leaders).
- Manage the Foundation's affiliation and jurisdiction process.
- Attend cricket club, senior leagues and association committee meetings.
- Work with clubs to develop their facilities, utilising and managing the ECB County Grants Programme in Durham.
- Work with clubs to assist them in generating income and applying for grants.
- Help clubs to develop business plans and models for suitability.
- Manage and Chair the DCB Junior League.
- Organise and chair the Foundation's Cricket Committee.
- Create role models who are capable of inspiring people both on and off the pitch.
- Support clubs to be Clubmark approved where appropriate
- Work with our Foundation Education Officer to grow the number of active coaches across the County of Durham.
- Create an annual programme of CPD that supports cricket clubs and its Activators to deliver All Stars and Dynamos national programmes.
- Support the Durham Association of Cricket Officials (DACO) in developing an Officials Strategy that aims to grow the number of officials across the game in line with ECB
- Increase the number of courses that are available to potential officials and work with DACO to transition volunteers from 'course takers' to 'standing officials.
- Develop a programme of activity that supports groundstaff across each year.
- Coordinate and manage Club Development Workshops for club and league officers.
- Coordinate and manage both national and local Reward and Recognition events for all groups of volunteers.
- Annually manage the Cricket Collective Awards programme.
- Be the point of contact for workforce/volunteering in the specific area of participation growth, clubs and workforce development.

- Maintain and create close relationships with clubs, local authorities, leagues, Chance to Shine, ECB, other National Governing Bodies and other new partners where appropriate.
- Monitoring & evaluating all projects and writing of reports for funders.
- Other duties as required by the line manager.

The successful post holder will be:

- Committed to improving the opportunities for all volunteers.
- Committed to their own personal development and play an active role in the professional development of your colleagues.
- Always Represent the Durham Cricket Foundation in a positive and professional manner.
- Ensure health, safety and welfare of yourself, participants and others at all times.
- Conduct sessions in accordance with the appropriate ECB guidelines and good practice.
- Take part in other activities as and when required.
- Perform all duties in an equitable manner and to actively promote the principals of the quality amongst colleagues, partners and service users.
- Conform to, actively commit to and promote the Durham Cricket Foundation's values when using any communication.

Success factors will be;

- Growth in volunteer numbers
- Better quality performance of clubs in the network across an agreed range of measures
- Evidence of interventions and support to clubs
- Evidence to support where Club funding has improved
- Targeted improvement in club facilities
- Alignment of clubs to ECB /CPA (County Partnership Agreement) objectives including but not limited to safeguarding, EDI and Clubmark

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

Assessment: Application & Interview

Essential

- Vast experience of local, recreational cricket in Durham.
- Experience of running a recreational cricket club, or a successful business.
- High levels of energy and enthusiasm and the desire to succeed.
- Experience of working within Sports Development with recreational sports clubs and the enthusing of volunteers.
- Experience of creating and sustaining strong relationships.
- Good programme management skills and ability to prioritise and work to deadlines.
- Excellent customer service skills, with the ability to build relationships and communicate effectively with a diverse range of people.
- Effective communicator and the ability to engage with people of all levels.
- Excellent leadership skills.
- Ability to work independently and as part of a team.
- Excellent administrative skills and evidence of programme work.
- Computer literate and effective user of Word, Excel, Outlook and other Microsoft programmes.
- Be familiar and understand the importance of marketing to increase exposure.
- Child protection trained or commitment to achieving this within a short period of time
- First Aid trained or a commitment to achieving this within a short period of time.
- ECB DBS checked.
- Ability to travel independently between sites (Full and valid driving license).
- Willingness to work 'unsocial' hours, including evenings and weekends.
- Strong commitment to Safeguarding and Anti-Discrimination

Desirable

- Understanding and experience of a variety of Cricket Development programmes.
- Experience of managing a volunteering programme.

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- Experience of working with and inspiring women & girls to play and stay in the game.
 - Experience of mentoring, supporting and encouraging volunteers.
 - Experience of monitoring and evaluating the impact of sessions and programmes.
 - Experience of teaching/coaching children of all ages.

OTHER CONDITIONS

The post holder will be based at Seat Unique Riverside. 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

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HOURS

Full Time, 35 hours per week

SALARY

Starting at £28,000

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, Seat Unique Riverside, Chester-le-Street, DH3 3QR

TO APPLY

To apply for the role please complete the application form and send it to recruitment@durhamcricket.co.uk

We do not accept CVs or cover letters.

Closing date for applications: Sunday, 2nd February 2025 at 23.59pm.

If you would like an informal discussion on the role please contact Graeme Weeks, Chief Executive Officer on 07733003045.