



DURHAM CRICKET

EMPLOYMENT PACK

LEAD PERFORMANCE ANALYST



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. Three separate organisations sit under the Durham Cricket umbrella and these are briefly described below.

In 2024 Durham Cricket were successful in being awarded a professional team in Tier 1 of Women's Cricket. Durham Women's team will start competing from 2025 and this is a major moment in the Club's history with professional men's and women's teams operating from Seat Unique Riverside in parallel for the first time.

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

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

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

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.

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 – Lead Performance Analyst - Job Description

Job Title: Lead Performance Analyst

Reporting to: Director of Cricket

Location: Durham Cricket, Riverside, Chester-le-Street, County Durham, DH3 3QR

Contract term: 2 year fixed term

Purpose of the Role

An exciting opportunity has arisen for an individual with exceptional data analysis skills and a profound understanding of cricket to join the high-performance department at Durham Cricket. The successful candidate will lead the clubs Performance Analyst Department, provide critical analytical support to the Men's Head Coach, focusing on the Men's 1st XI and 2nd XI teams to help develop a highly skilled and competitive playing group.

Key Duties and Responsibilities

1. **Manage the Performance Analysis Department:** Lead the Performance Analysis Department. Provide line management for the Women's Team Analyst and Performance Pathways Analyst. Provide management and training for staff involved in match day data capture and footage recording.
2. **Provide Live Analysis:** Deliver real-time insights during matches to assist players and coaching staff in making informed decisions. 1st XI coding, maintain the Video Data Capture Platform (VDCP), and support analysis for 2nd XI and Academy squads inline with ECB requirements.
3. **Opposition Analysis:** Collaborate with the Head Coach and the team captain to prepare pre-match opposition analysis for all 1st XI fixtures.
4. **Post-Match Reviews:** Produce detailed post-match analysis for the 1st XI and respond to specific requests from coaching staff and players.
5. **Data Management:** Maintain and update performance-related databases to support opposition analysis and player recruitment.
6. **Tactical Analysis:** Deliver tactical insights for first-class, List A, and Twenty20 matches involving the 1st XI and 2nd XI.
7. **Intern Management:** Recruit, train, and supervise performance analysis interns, ensuring they contribute effectively to the department.

8. **Training Session Analysis:** Record and evaluate training sessions, providing constructive feedback to players and coaching staff.
 9. **Media Support:** Collaborate with media and stadium production teams to produce innovative and high-quality content for social media, live streams, and in-stadium displays.
 10. **Technology and Innovation:** Monitor competitors and emerging technologies to keep the club at the forefront of performance analysis.
 11. **Recruitment Analysis:** Support recruitment by providing detailed footage and data analysis to the Director of Cricket and Head Coach.
 12. **Sports Science Integration:** Assist the Sports Science and Medicine team with filming and analytical tasks as required.
 13. **Equipment Maintenance:** Ensure all technical equipment is properly maintained and safeguarded.
-

Person Specification

Essential:

- Experience providing performance analysis and knowledge management in elite sport.
- Proficiency with contemporary ICT hardware/software for performance analysis.
- Expertise using PCS Pro.
- Strong communication, organisational, and IT skills.
- Attention to detail, time management, and presentation skills.

Desirable:

- Experience with data visualisation tools (e.g., Tableau, Power BI, R, Python).
- Knowledge of professional cricket at county, national, and international levels.
- Full driving license.

Qualifications:

- Postgraduate qualification in Sports Science or a related field.
- ISPAS accreditation.
- Current DBS certificate.

Hours, Benefits, and Salary

- **Hours:** Full-time role requiring flexibility, including evenings and weekends to meet the demands of elite cricket.

Salary: £28,000 - £30,000 depending on experience

OTHER CONDITIONS

The post holder will be based at the Riverside as part of the High Performance team. 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 fulfil fixture requirements.

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.

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, 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 marcus.north@durhamcricket.co.uk

Closing date for applications is 5.00pm 31st January 2025