



## Job Description

**Job Title:** Development Phase Lead & Pathway Coach (Women's Talent Pathway)

**Reports to:** Head of Talent Pathway

**Hours:** Minimum 35 Hours per week to include weekends, evenings and bank holidays.

**Location:** Berkshire Cricket Office, The Cricket Pavilion, Enborne Street, Newbury, RG14 6TW

**Contract:** Permanent, Full-time

**Remuneration:** Salary: £26-30k per annum (pro rata) to include 10% Non-Contributory Pension and Healthcare package

### Equal Opportunities

Berkshire Cricket is committed to improving the diversity of its workforce. We welcome applicants from all walks of life and backgrounds who can bring a diversity of thought, skills, and experience to the organisation.

Berkshire Cricket is committed to ensuring that all applicants do not receive less favourable treatment or are discriminated against, on the grounds of their age; disability; gender; marriage and civil partnership; pregnancy or maternity; race; religion or belief; sex or sexual orientation.

### Safeguarding

Berkshire Cricket is committed to ensuring that all children, young people and adults who take part in cricket have a safe, positive and fun experience whatever their level of involvement.

Everyone who is involved in cricket has a shared responsibility to support this by promoting the welfare of all children, young people and adults and individually and collectively, we are signed up to the ECB Safe Hands Policy and are committed to delivering the ECB Safeguarding Standards as set out in the ECB's County Partnership Agreement with Berkshire Cricket. As such, some posts are subject to a process of vetting with the need for up-to-date DBS checks (if applicable).

### Job Purpose

Berkshire Cricket is an independent charity that looks to grow the game of cricket within the County of Berkshire, including participation and performance programmes. The charity also performs the role of the County Cricket Board and works closely with the England & Wales Cricket Board and other cricket partners to deliver highly impactful and important opportunities for people to engage with the game.

#### BERKSHIRE CRICKET

A The Cricket Pavilion, Enborne Street, Newbury, Berkshire RG14 6TW  
@BerksCricket @BerkshireCricketFoundation @berkshirecricket



## Role Purpose

To support delivery of the strategic plan across Berkshire that we "We will grow and strengthen the game, support communities, and inspire talent in Berkshire to reach its potential" with a dedicated focus on the Women's Talent Pathway.

## Key Responsibilities

The Development Phase Lead and Pathway Coach will provide management and coaching support across the Women's Talent Pathway with a focus on the 'Developing Talent' phases.

- Lead on programme design and delivery of the Girls Early Engagement Programme (U10-12s) in line with the pathway strategy.
- Lead on programme design and delivery of a Girls Development (District/Hubs) Cricket Programme (U13-U16s) in line with the pathway strategy.
- Support the Women & Girls Officer to improve the transition of players from Club Cricket into Women's Talent Pathway Programmes.
- Support with the delivery of County Age Group (U13-U18) winter/summer training programmes as requested by the Women's Talent Pathway Lead.
- Support with the coaching of County Age Group teams during summer matchplay programmes as requested by the Women's Talent Pathway Lead.
- Support on Talent Identification and player selection process to ensure they are conducted with fairness and transparency, creating trust and integrity with the talent pathway.
- Assist in implementing the Women's Talent Pathway's - Talent Development Framework across all programmes.
- Assist in developing our coaches (and those within the club/school game) through the development and delivery of coach CPD workshops.
- To attend and contribute at Talent Pathway management and strategy meetings.
- Assist the Head of Talent Pathway and Women's Talent Pathway Lead with selection, monitoring of players and review processes.
- Organise the administration of regular feedback from relevant programmes to parents of players.

## Key Contacts

- Head of Talent Pathway
- Women's Talent Pathway Lead
- Southern Vipers
- Safeguarding Manager
- Talent Pathway Coaches
- Women & Girls Officer

### BERKSHIRE CRICKET

A The Cricket Pavilion, Enborne Street, Newbury, Berkshire RG14 6TW  
@BerksCricket @BerkshireCricketFoundation @berkshirecricket



## Person Specification

### Skills, Experience & Qualifications

#### Essential Requirements

- A minimum ECB Level 2 (Core Coach) coaching qualification (or equivalent)
- Experience of managing and coaching on a performance pathway (or equivalent) or higher
- A passion and enthusiasm for working with young people
- An understanding and experience of working within the Women & Girls' game.
- Ability to work independently and as part of a team
- Good Communication skills
- Ability to travel independently between sites (Full and valid UK driving licence)

#### Desirable Requirements

- Holds (currently work towards) an ECB Level 3 coaching qualification (or equivalent).

#### BERKSHIRE CRICKET

A The Cricket Pavilion, Enborne Street, Newbury, Berkshire RG14 6TW  
@BerksCricket @BerkshireCricketFoundation @berkshirecricket