



**Position Title:** Women's Head Coach

**Responsible to:** Head of Cricket Operations

**Location:** Gloucestershire County Cricket Club, Seat Unique Stadium, Bristol

**Term:** Permanent, Full Time

**Role:** Starting 1<sup>st</sup> February 2025

**Salary:** £30,000 per annum depending on experience

### **Who we are:**

Gloucestershire County Cricket Club is on an ambitious mission to elevate women's cricket to the next level. With a strong focus on developing the best girls' pathway in the country and a Tier 2 women's team set to achieve success, we are looking at shaping the future of cricket for women and girls at every level in our region.

We're proud of our history in producing top-class professional cricketers who have excelled on both national and international stages. Now, we are investing heavily in our women's programme to inspire and support the next generation of female cricketers. By 2025, we aim to engage a squad of 15 elite players, alongside a dedicated team of coaches and support staff, with the ambition of competing at the highest level.

### **Basic Objective**

As Women's Head Coach, you will play a pivotal role in shaping the culture and driving the success of the Gloucestershire County Cricket Club's women's team. Your leadership will be instrumental in building a high-performance environment that creates long-term success, aligned with the Club's ambitious vision, mission, and core values. You will inspire excellence, develop future stars, and elevate Gloucestershire women's cricket to new heights.

### **Key responsibilities**

#### ***Coaching and management:***

- Lead the Gloucestershire County Cricket Club Tier 2 women's coaching team, creating a culture of collaboration and excellence.
- Work closely with the captain to select the strongest team, focused on winning and to perform to a high standard.
- Organise and oversee all training sessions, ensuring players are fully prepared to perform at their peak.
- Work with the Head of Talent Pathways to design and implement a dynamic winter and pre-season programme to keep the team match-ready year-round.

- Deliver tactical and strategic support on match days, including sourcing key information on opponents and players to develop winning game plans.
- Work closely with the performance analyst to gather critical data, driving informed decisions for match preparation, post-match analysis and player development plans.
- Deliver hands-on coaching, with the support of coaching resources across the women's programme and across other age groups within the pathways.
- Submit comprehensive, insightful team reports at the end of each season to the Head of Talent Pathways, ensuring continuous improvement and future success.

***Player Development and mental wellbeing:***

- Develop, implement, and monitor tailored individual development programmes for each Tier 2 player, working closely with the Head of Talent Pathways and coaching team to maximise potential.
- Work closely with the pathway coaches to nurture emerging talent in the Gloucestershire Emerging Player Programme (EPP), ensuring a seamless pathway for future stars.
- Create and oversee strategies for a smooth transition of U18 and EPP players into the senior squad, in coordination with the Safeguarding Lead, ensuring their development and welfare are prioritised.
- Partner with the Science and Medicine team to enhance player fitness, availability, and overall wellbeing throughout the season.
- Effectively manage player workload to maintain peak performance levels throughout a demanding season.

***Culture:***

- Collaborate with players, staff, and the Head of Talent Pathways to set ambitious performance goals for the Gloucestershire women's team, continuously reviewing and monitoring progress to ensure success.
- Build a high-performance environment where players are driven to excel both on and off the pitch, consistently meeting the highest cricket standards.
- Create a positive, inclusive dressing room culture that aligns with the Club's vision, across all teams, values, and its commitment to Equity, Diversity, and Inclusion, ensuring a united and thriving team atmosphere.
- Work closely with the captain to ensure consistent messaging, providing strong leadership and direction to both players and coaching staff to achieve performance goals.
- Uphold the interests of Gloucestershire County Cricket Club, contributing to a positive image both on and off the field, and promoting the Club's values at every opportunity.

***Operations:***

- Act as the primary point of contact with umpires on all matters relating to the Spirit of the Game, regulations, and conduct during matches, ensuring Gloucestershire's reputation for professionalism is upheld.
- Work closely with the Head of Cricket Operations to create an exciting schedule of team activities, including training sessions, ensuring players are fully prepared for all events both on and off the field.

- Play a key role in identifying facility requirements to support the team's training and match schedules, guaranteeing preparation and performance.
- Work with the Head of Cricket Operations to deliver a top-tier women's programme, ensuring alignment with the Club's annual budget and long-term goals.
- Actively participate in team meetings, contributing to the strategic direction and success of Gloucestershire Women's Cricket.
- Be available to engage with stakeholders and the local community, promoting the team's achievements and creating positive public interest.
- Implementing and maintaining a scouting network to ensure potential talent is being identified throughout the region.

### **Safeguarding:**

- Demonstrate commitment to safeguarding children and adults, ensuring their welfare is always the top priority.
- Play an active role in implementing Gloucestershire Cricket's Safeguarding Policy, contributing to a safe and supportive environment for all.
- Report any safeguarding concerns promptly and in line with Gloucestershire Cricket's Safeguarding Procedure, ensuring issues are addressed swiftly and appropriately.
- Ensure that a safe, inclusive, and enjoyable environment is maintained at all times, adhering to Gloucestershire Cricket's Safeguarding Guidance to protect the wellbeing of everyone involved.

### **Key Relationships:**

- Head of Cricket Operations: Collaborate with the Club's leadership to align the women's programme with Gloucestershire's overall strategic goals, providing insights and feedback to support high-level decision-making and long-term success.
- Cricket Committee: Engage with the committee to ensure the women's team is well-represented, contributing to discussions on cricketing strategy, player development, and performance pathways.
- England and Wales Cricket Board (ECB) Umpires and Match Officials: Maintain open communication with ECB umpires and officials, ensuring smooth matchday operations and adherence to regulations, while upholding the Spirit of the Game.
- Head of Talent Pathways, Competition Coaches and Players: Build and maintain relationships with coaches and players from competing teams, enhancing a network of best practices and insights to promote performance and competitiveness.

### **Job Specification**

#### **Essential Criteria:**

- ECB Level 3 Coaching Qualification (or equivalent): A minimum qualification that ensures you're equipped to coach at the highest level and deliver exceptional results.
- Proven Success as a coach: A track record of success coaching, demonstrating your ability to inspire and lead teams to victory.
- Experience in Developing Elite Players: Experience in nurturing elite and aspiring elite players, helping them achieve their potential over a sustained period of time.
- Outstanding Planning and Organisational Skills: The ability to plan, coordinate, and organise complex training programmes, ensuring players are prepared to perform at their best.

- Deep knowledge of women's cricket: A passion for women's cricket with a strong vision for driving the development of the professional game at Gloucestershire and beyond.
- Commitment to Equity, Diversity, and Inclusion: Demonstrated experience and commitment to promoting and delivering the Club's EDI strategy, creating a welcoming and inclusive environment.
- Current enhanced DBS, Child Protection (Safeguarding Young People) and First Aid, and the right to work in the United Kingdom.
- Ability to travel independently between sites (Full and valid UK driving licence)

***Desirable Criteria:***

- Experience as a Senior Coach in Women's Cricket: Previous experience at the senior coaching level in women's cricket, with a proven ability to lead and inspire teams.

**This Job Description should not be regarded as exclusive or exhaustive. It is intended as an outline of areas of major activity and will be amended in the light of changing circumstances at GCCC.**

The role holder will work on a flexible, "as required" basis and will be offered work assignments extensively on weekends and evenings. There are no normal hours of work and this role will require an exceptional amount of flexibility. However, the club is committed to the wellbeing of its employees and will ensure that the role holder has required working breaks.