

GLOUCESTERSHIRE COUNTY CRICKET CLUB

ASSISTANT HEAD COACH VACANCY

Gloucestershire County Cricket Club is seeking to appoint an Assistant Head Coach.

Position Title: Assistant Head Coach

Responsible to: First XI Head Coach

Location: Bristol

1. Purpose of the Job:

- The Gloucestershire Assistant Head Coach is the number two within the Gloucestershire Cricket department, reporting directly into the First XI Head Coach and with a responsibility for the development and performance of all contracted cricketers and a supporting role within the academy. In conjunction with the Gloucestershire Captain(s), Team Management and players, the Assistant Head Coach will promote the highest standards of behaviour and discipline and will prepare the Team in all appropriate ways to compete successfully in ECB domestic competitions.

2. Principle Responsibilities:

Selection

- To advise the 1st XI Head Coach and Captain(s) on the selection of each First XI Gloucestershire Team for each format of the game.

Player Development

- To help develop, implement and monitor individual development programmes for each player within the First Team squad in conjunction with skills coaches.
- To support (and on occasion be responsible for) the organisation of practice and preparation of the Gloucestershire First XI in order for them to compete successfully in all domestic competitions.
- To support (and on occasion be responsible for) the preparation and implementation of 'out-of-season' training and development programmes for the First Team squad, including pre-season camps and monitoring overseas 'scholarship' and placement programmes.

Science and Medicine

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- To receive information from the Physiotherapist and medical staff on the availability and well-being of all First XI staff players.
- To work in conjunction with the Strength and Conditioning Coach to ensure the development, implementation and monitoring of player fitness standards of all First XI staff.
- To assist the 1st XI Head Coach and the performance analyst in providing the necessary data and information to inform team and player development plans and setting benchmarks for performance.

Competition

- To provide technical and tactical support and advice to the Gloucestershire Captain(s) including the sourcing of key information on opponents as well as Gloucestershire Players in order to help the 1st XI Head Coach develop Team plans and strategies for each match.
- To assist with the management of the workload of Gloucestershire XI players, and particularly fast bowlers, to ensure high quality performances from all players throughout the season.

Operations

- To assist the 1st XI Head Coach in submitting a report on Team and individual performances at the conclusion of each summer, and be available for debriefs with appropriate senior management.
- To assist in the delivery of a performance management system for each First XI Gloucestershire player and coach in order to set performance goals for the year, and continually monitor their progress.

Strategy and Reporting

- To stand in for the 1st XI Head Coach on cricket related matters at Executive Board meetings as and when required.
- To be available to the Cricket Development Committee as and when required.
- To input when required into the 5 year plan for the cricket department, to be ratified by the main Executive Board

Culture

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- To work in partnership with the Gloucestershire Captain(s) and 1st XI Head Coach in order to create an environment in which players are empowered to prepare and perform to the highest standards of professional cricket on and off the field.
- To work closely with the Captain(s) and 1st XI Head Coach to ensure consistency of message from Head Coach and Captain(s), and provide leadership and direction to the Players and Management Team in order to achieve the goals for each match and competition which have been set by the Head Coach in conjunction with the Captain(s).
- To promote the interests of, and assist in, creating a positive image for the Gloucestershire Cricket Team in striving to make supporters proud of our performances both on and off the field and to excite potential spectators.

Commercial

- To support the Gloucestershire commercial department in delivering sponsorship obligations and building strong relationships with all our commercial partners.
- To be available to speak to the media before, during or after a match and at other such times as requested by the Media Manager or 1st XI Head Coach in support of the Team and/or Club.

3. Nature and Scope of Role:

a) Role Context:

The Gloucestershire Assistant Head Coach is charged with supporting the 1st XI Head Coach and wider club in preparing the Team to the best possible technical, tactical, physical and mental state in order for Gloucestershire to compete successfully in all ECB domestic matches and competitions.

In addition the role must focus on the development of players and coaching staff to ensure they are able to fulfil their cricketing ambitions at Gloucestershire be that against International or Domestic aspirations.

b) Working Relationships:

- 1st XI Head Coach
- Gloucestershire Team Management, Coaching Staff & Groundsmen
- Gloucestershire Captain(s) and Players
- Gloucestershire Development Programme Players and Management
- Gloucestershire Staff including; Commercial, CEO, Operations and Finance
- Gloucestershire Executive Board

GLoucestershire County Cricket Club

- Gloucestershire Cricket Board
- Medical: Physiotherapist, S&C Coach, Medical Officer
- Media
- Commercial, Community & CSR partners
- Age group cricketers and coaches
- First Class Umpires
- England and Wales Cricket Board (ECB)
- West of England Premier League
- Appropriate minor counties

c) **Knowledge, Skills and Experience:**

- UKCC ECB Level 3 Coaching Qualification (completed or in progress)
- Demonstrable success as a cricket coach at Domestic and/or International level
- Experience of coaching in professional cricket
- Minimum of 3 years' experience within professional cricket
- Ability to motivate and influence professional cricketers, coaches and teams
- Resilience and energy to operate in a challenging and high profile working environment
- Proven ability to operate with professionalism and integrity in challenging situations
- Exceptional planning, co-ordination and organisational skills
- Self-motivated with the ability to work independently or as part of a team
- High level interpersonal, written, and verbal communication and influencing skills
- Strong disciplinary skills
- Driver's Licence

Desirable:

- ECB Level 4 Coaching Qualification
- First Class playing experience
- Sports Science and Medicine professional qualification
- Self-contained operator with good computer/IT literacy

Please send a covering letter and CV to: recruitment@glosccc.co.uk

Closing date for applications is 22nd February 2015 with first round interviews to commence w/c 2 March 2015.