

# DEVON CRICKET FOUNDATION

## **Job Description:** Head of Women and Girls' Pathway

At The Devon Cricket Foundation (DCF) we are committed to the safeguarding and welfare of all participants, staff, volunteers, spectators and followers including children, young people, and vulnerable adults. We expect all our staff and volunteers to share this commitment.

**Position:** Head of Women and Girls' Pathway

**Location:** Exeter, Devon.

**Hours:** 37.5 hours per week

**Contract:** Fixed term 36-month, Full-Time

**Salary:** £30358 + (Auto-enrolment pension, work mobile & laptop, clothing, healthcare plan and expenses)

**Reporting to:** Chief Executive Officer

### **Key responsibilities**

The successful candidate will be expected to provide inspiring coaching and leadership for the following:

1. **Devon Performance Pathway** – responsible for the whole Women and Girls Performance Pathway in Devon, structuring and delivering on it, in such a way that enables players to reach their potential.
2. **University of Exeter** – contributing to the University of Exeter Women's cricket programme, where the role will provide high-quality coaching to top-performing players.

The position will also be instrumental in identifying, inspiring, and nurturing talent from Devon and the University of Exeter.

### **Delivery and Coaching:**

- Work alongside the DCF Head of Men & Boys' Pathway to coordinate, plan and deliver coaching sessions enabling the delivery of high-quality sessions to the Devon Women and County Age Group squads.
- Support the delivery of Girl's County Age Group sessions across the Devon Performance Pathway ensuring that players are appropriately identified to transition onto Somerset EPP and Academy programmes.
- Work closely with the DCF Assistant Pathway Coach to coordinate, plan and co-deliver coaching sessions enabling the delivery of high-quality sessions to the Early Engagement and Youth Development Programmes
- As the lead coach, provide match-day coaching and tactical guidance for the Devon Women and one other County Age Group, and Exeter University Women's 1<sup>st</sup> XI, ensuring players are prepared for fixtures, helping them to develop their ability to impact games.
- Work closely with the University of Exeter's Head of Cricket to deliver on the University of Exeter Women's cricket programme, providing support to deliver high-quality training sessions focused on individual player growth and team performance.

- Develop and execute Player Development Plans (PDPs) for players within both the Devon Performance Pathway and University programmes, conducting regular reviews and providing tailored feedback and programmes to aid their continuous improvement.
- Ensure a safe, inclusive, and high-performance environment, adhering to safeguarding and welfare protocols in line with DCF, Exeter University and ECB guidelines.

#### **Talent Identification and Development:**

- Attend local and regional festivals, camps and competitions to observe and identify promising young female cricketers, facilitating opportunities for them to trial and transition onto SCCC Academy and EPP programmes.
- Provide feedback on identified players and build relationships that support their ongoing development.
- Actively engage in supporting a scouting and identification of talent from across the Devon with a particular focus on County Age Group and University of Exeter players.
- Create relationships with Somerset and Cornwall pathways through regular communication to ensure that emerging female talent in Devon is adequately supported through training, feedback, and opportunity to progress to higher playing honours.

#### **Coach Development:**

- Work alongside the DCF Head of Men & Boys' Pathway and Somerset CCC Head of Pathway Coaching to identify and mentor local coaches within the girls' pathway, providing support and professional development opportunities to raise the standards of coaching throughout the county.
- Participate in regular coaching workshops and development programmes within DCF and the University of Exeter, helping to raise the quality of coaching delivery at all levels.

#### **Administration and Operations:**

- Oversee, design and manage the delivery of the DCF Women & Girls Performance Pathway programme, developing a year-round training and playing programme that identifies, inspires, and nurtures talent
- Plan the delivery of Exeter University Women's coaching sessions in discussion with the Head of Cricket.
- Assist with programme evaluation and reporting, contributing to the review process for the DCF Performance Pathway and University of Exeter cricket programmes, ensuring alignment with DCF's and Exeter University's strategic ambition.
- Utilise technology (e.g. Teamworks, Fulltrack AI) to support player feedback and development.
- Ensure that fairness and transparency are present at all times and at the heart of decisions made

### **Person Specification**

#### **Knowledge and Experience Required:**

##### **Essential:**

- ECB Level 2 Coaching qualification (Level 3 or 4 desirable).
  - ☐ *Willingness to attain Level 3 with support from DCF*

- Proven experience coaching within a talent pathway environment, especially with adolescent female players.
- Knowledge of women's and girls' talent pathways
- Strong ability to facilitate high quality practices for aspiring cricketers
- Awareness of best practices within player identification
- Strong communication skills with the ability to build relationships with players and staff across different levels of the game.
- Familiarity with best practice in safeguarding and welfare protocols.
- Access to a car and a full driving licence is essential

#### **Personal Attributes:**

- Excellent communication skills.
- Build professional and objective relationships with players and parents
- Ability to positively influence a variety of stakeholders.
- High professional standards, with a drive for excellence in all they do.
- Approachable and empathetic.
- Motivated and hard-working, recognising the need to 'muck in' to the team.
- Reflective and dedicated to ongoing professional development.
- Collaborative approach to working.

#### **Working Relationships:**

##### Internal:

- Chief Executive
- DCF Head of Men and Boys' Pathway
- DCF Assistant Pathway Coach
- DCF Pathway & Coaching Operations Lead
- All DCF Women & Girls' Pathway Coaching Staff

##### External:

- Head of Cricket (Exeter University)
- SCCC Girls Academy Lead
- SCCC Girls Regional EPP Lead
- SCCC Head of Pathway Coaching
- ECB
- Neighbouring Counties

#### **Safeguarding Statement**

Devon Cricket Foundation is committed to safeguarding and promoting the welfare of children, young people, and vulnerable adults, and expects all staff and volunteers to share this commitment. It is everyone's responsibility to keep vulnerable people safe.

As part of our safer recruitment process all relevant roles are subject to an enhanced or standard DBS check as appropriate, and two satisfactory references. We also require every staff member to undergo

safeguarding training appropriate to their role. We encourage an open, welcoming environment where everyone should feel safe to express any concerns. We have a range of policies and procedures in place which promote safeguarding and safer working practice across all that we do.

### **Equal Opportunities and Inclusivity Statement**

Devon Cricket Foundation endorses the principles of equality and equity and strives to ensure everyone involved with the Foundation has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, to give of their best and be assured of an environment in which their rights, dignity and individual worth are respected. Everyone is responsible for creating an inclusive working environment and we expect all colleagues, partners customers and suppliers to abide by our equality, diversity and inclusion policies and procedures.

The Foundation ensures all existing and potential employees receive equal consideration during the recruitment process and beyond and is committed to the elimination of unlawful or unfair discrimination of any kind and on the grounds of sex, race, disability, sexual orientation, marriage and civil partnership, gender reassignment, religion or belief, pregnancy and maternity, and age.

#### **Note:**

This job description is not exhaustive and may be subject to change as the role evolves. The successful candidate may be required to undertake other duties as reasonably required by the Chief Executive Officer.