



Job Description

Director of Cricket

To oversee the development and on field success of the professional teams at Essex Cricket, with the ambition to:

Celebrate – To create a platform for success that can be celebrated across the game and sport.

Grow – The number of players reaching their potential, franchise and international recognition.

Transform – Players into high performing elite athletes.

Connect – Players and Support staff to reach the maximum performance potential.

Inspire – Using strong people management, inspire the players and support staff to contribute to a high performing environment.

Reports to: General Manager

Hours of work: Full Time

Based at: The Cloud County Ground, Chelmsford

Person Specification

Essential Attributes:

- A minimum ECB Level 4 coaching qualification (or equivalent)
- Experience of inspiring a collaborative performance team through transformation leadership in high performance sport that creates an environment to develop future talent
- Experience of develop, delivering and evolving an inspirational strategic plan for player development in performance sport that influences positive change and succession planning
- Experience of budgeting and managing contract negotiations within sport that drive a collective ambition
- Excellent technical and tactical understanding of cricket
- Experience of successful coaching at a professional cricket level (or equivalent)



- Evidence of design and implementation of match winning strategies at professional cricket level
- Experience of planning periodised team training programmes
- Track record of developing players within a professional cricket environment
- Evidence of successful individual player management
- Experience of developing high performing cultures within elite sport
- Experience of developing safe, inclusive, and progressive training environments
- Ability to mentor and develop coaches within a high performing environment
- Excellent communication and influencing skills
- Great leadership and people management skills
- High levels of emotional intelligence
- Good time management, negotiation, and presentation skills
- Up to date safeguarding, first aid and DBS certification
- Current ECB Coaches Association membership

Desirable Attributes:

- In depth understanding of how to use performance insight to ensure drive innovation
- Experience of high-performance sport involving the optimisation of equipment, clothing etc applying future date research and innovation
- Experience of working in multi-sport environments and connection sports
- Experience of coaching, nurturing, and developing athletes and staff
- Experience of playing the game at professional or elite level
- Understanding of best practice talent identification processes

Main Duties:

- To lead and manage the cricket strategy that excites, engages and enhances the game, through on-field success, off-field growth and homegrown inspiration



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- To embed a clear cricket philosophy within the Essex across all Cricket from Recreational to professional
- To lead and manage the cricket budget to deliver a strategic focus on delivery of We Are Essex from a technical and tactical standpoint, to work towards the ambition of a 70% win ratio
- To lead on the delivery of the ECB's Cricket Partnership Agreement requirements around Cricket delivery
- To ensure that all staff and players are exposed to a positive, welcoming and progressive environments that enables everyone to thrive at Essex
- To foster and maintain a collaborative relationship with the ECB, Hundred Teams, Tier 1-3 teams, national counties and the recreational game to provide opportunities and development for all
- Establish a multidisciplinary approach to develop players and ensure all SSM delivery is in line with the ECB SSM requirements
- To represent cricket at all board meetings under the ECB and Essex Cricket banner
- To deliver a culture of continuous improvement across the Essex Cricket
- To utilise available resources to create a high performing team environment
- To ensure the match readiness of all Essex team players across competitive and preparative phases
- To lead the ongoing management of Individual Player Development Plans for all Essex team players
- To direct the tactical preparation of Essex Teams across the competition phase
- To drive the all round development of all players, including the delivery of technical and tactical skills sessions
- To manage the members of the Essex cricket coaching structure, in both the Men and Women's pathway, whilst supporting the Club's Ability teams
- To support the professional development of coaches across the Essex Team programme



- To work with the staff to create a positive, welcoming and high performing culture within the Essex Teams
- To support and influence the player identification strategy, including recruitment, retention and selection
- To work with the Head of Performance Analysis to embed performance analysis within the training and match play environment
- To support the identification of players across the Essex Talent Development programme
- To work closely with the SSM team to support the availability, readiness and wellbeing of players
- To drive their own personal development and growth
- To undertake the required administrative duties including report writing and emailing as directed by General Manager
- To serve as a role model in conjunction with the Club's core values and strategic plans
- To undertake any other related duties that are deemed reasonable

Other areas of opportunity:

- Support the development of cricket across the recreational game and the development of Essex as a sustainable and successful business
- Regularly communicate with local counties, clubs and other partners
- To work with other sports, or within the ECB coaching environment
- Attend courses as necessary to develop your role

Personal Attributes

The successful candidate will need to be a highly credible, determined, clear thinking and articulate individual with:

- High standards of personal and professional integrity
- Huge levels of passion, energy and enthusiasm
- Honesty, tact and a strong will to succeed
- An appetite to constantly seek improvement in all aspects of their work



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- Excellent interpersonal, written, and verbal communication and influencing skills
- Resilience and energy to operate in a challenging and high-profile working environment

This job description is a summary of the role and is not exhaustive or comprehensive. The responsibilities and accountabilities might differ from those outlined and other duties, as assigned, might be part of the job.

Due to the nature of this role and the likely travel requirements for the region, a full, clean driving licence is essential. The successful applicant will also appreciate the varied working hours for this post which will include some evenings and weekends in line with fixtures and coaching requirements.

Essex 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

This role profile is not exhaustive; it will be subject to periodic review and may be amended to meet the changing needs of the business. The post holder will be expected to participate in this process, and we would aim to reach agreement to the changes.