



WE ARE ESSEX CRICKET



Appointment of Head Coach – Essex Women – Candidate Pack
Chelmsford Based

WWW.ESSEXCRICKET.ORG.UK

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The Role



Job Details & Timescale

Title: **Women's Head Coach**

Accountable to: **Performance Director**

Contract: **Fixed term, full time**

Hours: **Min 37½ hours per week to include evenings, weekends and bank holidays**

Package: **£60,000-£70,000 dependent on experience**

Location: **The Ambassador Cruise Line Ground, Chelmsford and other Essex Cricket delivery venues with domestic and some international travel required.**

Closing date: **Sunday 12th October 2025**

Anticipated start date: **from 1st December 2025**

First Round Interviews: **23rd – 24th October 2025**

Second Round Interviews: **30th – 31st October 2025**



The Role



Overview

Essex Cricket is a club with great traditions, strong values, a proud legacy and a passionate fanbase - but with modern ambitions. As a club, our overriding objective is to become the number 1 Cricket region by giving every person the opportunity to “Fly like an Eagle” enabling long-term successes and sustainable growth across the East of England.

This is an exciting opportunity for an equally ambitious Head Coach to join our Women’s professional cricket team to oversee the development of sustainable on field success for the professional women’s team at Essex Cricket, with the ambition to:

- Excite supporters through a brand of cricket that inspires connection
- Engage stakeholders and partners in our journey
- Enhance the knowledge and expertise that drive boundaries of professional women's cricket
- Excel across all performance strands and delivery areas

We were excited to launch a Tier 1 professional women’s team in 2025, featuring the core of the Sunrisers team that won the Rachael Heyhoe Flint Trophy in 2024 and although towards the beginning of our journey in the women’s professional game, you will play a leading role in developing and building upon the strong foundations already established in our inaugural season. You will also work closely with the Team’s Performance Director to maintain a continuous improvement philosophy and build a sustainable high-performance culture that shapes the future successes of the club, its players and its staff.



The Role



Main Duties and Responsibilities

- To embed a clear cricket philosophy within the Essex Women's team
- To deliver a culture of continuous improvement across the Essex Women's team
- To utilise available resources to create a high performing team environment
- To ensure the match readiness of all Essex Women's players across competitive and preparative phases
- To lead the ongoing management of Individual Player Development Plans for all Essex Women's players
- To direct the tactical preparation and implementation of Essex Women across the competition phase
- To drive the technical development of all players, including the delivery of technical skills sessions
- To manage the staff and consultants within the Essex Women's Team cricket coaching structure
- To work with the Performance Director to create a positive, welcoming and high performing culture within the Essex Women's Team
- To support and influence the Essex Women 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 development and transition of players across the Essex Talent Development programme
- To work closely with the SSSM team to support the availability, readiness and wellbeing of players
- To drive a best practice-led culture of growth through working with other sports and England Cricket
- To drive their own personal development and growth
- To undertake the required administrative duties including report writing and emailing as directed by members of the Senior Leadership Team
- 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

The Role

Person Specification



Essential Skills & Knowledge

- An ECB Level 4 coaching qualification or (international equivalent) or actively working towards
- Excellent technical and tactical understanding of cricket, preferably female cricket
- Experience of successful coaching at a professional cricket level
- 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
- 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 Skills & Knowledge

- Experience of implementing Performance Data Analysis to aid coaching environment
- Experience of coaching, nurturing, and developing female athletes
- Experience of playing the game at professional or elite level
- Understanding of best practice talent identification processes

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



Employee Value Proposition



In addition to a competitive salary, you can expect your contribution to be rewarded with a range of benefits and offerings

- A welcoming, diverse and inclusive workplace with equality of opportunity for all
- Initial 20 days annual leave increasing to 25 days after 2 years plus bank holidays, recognised religious days and additional days for the Christmas break
- Employer pension contributions of 8% of base salary
- Opportunities for personal and professional development and growth
- Car/Travel allowance
- Employee Wellbeing initiatives
- Convenient City Centre location, close to mainline rail station with direct links to London within 30 minutes
- Free onsite carparking
- Club Branded Clothing
- Top Class food offerings on match days
- Complimentary passes for family and friends



Our History



The club has a long and successful heritage and both the current women's and men's team play in the top tier of English professional cricket. Essex CCC was formed in 1876 and competed in the County Championship for the first time in 1895. Originally based in Brentwood, the Club moved to Leyton in 1886, and this remained the headquarters until the 1933 season when offices were set up in Chelmsford.

In 1979 the Club won its first honours – the Benson & Hedges Cup and the County Championship. These successes heralded relative prosperity and further success for the Club, making it a cricket force to be reckoned with in the eighties, nineties, and beyond. Keith Fletcher built a team in the late 1970s that dominated domestic cricket from 1979 to 1992, when Essex won six of thirteen County Championship titles.

Essex also found a winning formula in limited overs cricket in the mid-2000s lifting the Totesport League trophy in fine style in 2005 and followed that up by retaining the crown in 2006. Essex continued their impressive Limited Overs form in 2008 with the Friends Provident Trophy and NatWest Pro40 Division Two titles. Essex clinched the Pro40 Division Two title and sealed the Limited Overs double in 2008 with a victory against arch rivals Kent. In 2009 Essex secured top flight cricket for the first time since 2003, beating Northamptonshire to promotion by a single point. Although Essex would only stay in Division One for a season, some of the younger players gained valuable experience of the highest level in the game which would only stand the club in good stead going forward.

After being promoted from Division Two as champions in 2016 Essex completed a near-perfect season in 2017 which saw them lift the Division One title after many tipped them as potential relegation candidates just five months earlier. Essex repeated the feat in 2019 by successfully fending off strong competition from Somerset. The 2019 season will forever be synonymous with Essex's double trophy triumph which also saw the club lift the inaugural T20 Vitality Blast trophy beating the Worcestershire Rapids.

Essex Women played their first recorded match in 1949, but with England and Wales Cricket Board (ECB) creating a top tier for women's cricket in 2025, which Essex joined, in 2024 when the Club announced the first group of players to sign professional contracts ahead of their inaugural season in 2025 opening an exciting new chapter for the Club.



STRATEGY: EXCITE, ENGAGE, ENHANCE



PURPOSE

Use the diverse passion for cricket for the benefit of all individuals and communities in the region, through on-field success, off-field growth and home-grown inspiration

VISION

Be the Number ONE Cricket Region

MISSION

To provide individuals with the opportunity to “fly like an Eagle”

STRATEGY



CONNECT AND GROW
THE REGION



TRANSFORM
THE REGION



INSPIRE
THE REGION



CELEBRATE
THE REGION

VALUES

STAY ABOVE THE LINE

RESPECT, ATTITUDE, EFFORT

Alignment to Inspiring Generations 2025–28



We have aligned our strategy to the ECB's Inspiring Generations strategy to ensure our County and Region are working effectively to inspire a generation to say *"Cricket is a Game for Me"*.

ECB Strategic Objectives

Connect Communities through Play	Transform women's and girls' cricket	Make cricket Diverse, Inclusive and Accessible	Inspire through winning England teams	Thriving and sustainable men's and women's professional game	Win the battle for attention
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Connect and Grow the Region	Transform the Region	Inspire the Region	Celebrate the Region
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Essex Strategic Objectives

OUR CULTURE

EQUITY

ACCESSIBILITY FOR EVERYONE

GROUNDING IN EDI

LEVEL PLAYING FIELD

ESTEEM

STAY ABOVE THE LINE



Location

What the landscape looks like for Essex

Extensive Regional Opportunity

Essex is home to 3 well-populated major towns/cities – Colchester, Southend and our club's home, Chelmsford.

However, Essex Cricket has a reach into the wider East region, including Suffolk, Norfolk, Cambridgeshire, Hertfordshire, Bedfordshire and East London. This expands our reach into cities such as London, Cambridge and Norwich.

The region is well-connected, with 3 airports and 2 major shipping ports, and train lines connecting from London through to Norfolk.

The region is set to grow from 7M to 8M people by 2030 and is home to a diverse population with 42% of non-White British ethnicity. Our region is uniquely young – we have the highest demographic of U15 nationally. We also have multiple areas in the Top 10% for deprivation in the country, including Basildon, Canvey, Barking and Tendring.

We intend to make this population feel that *Cricket is a Game for them*.

Essex is a historic and diverse county with Roman, Saxon and maritime heritage. Granted a royal market charter by King John in 1199, Chelmsford is the county town and only city. It is historically important for innovation being the birthplace of radio (Marconi) and is a great area to both live and work!



FURTHER INFORMATION

How to Apply

Please complete the Essex Cricket application form using the link below. You may also submit a CV and covering letter to support your application outlining “how would you use your knowledge and experience to bring sustainable success to Essex women”? Please send this to vacancies@essexcricket.org.uk

<https://forms.office.com/e/PSyQiC1CyF>

Please note that due to the nature of this role and the likely travel requirements for the region, a full, clean UK 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.

Safeguarding

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

Equal Opportunities

Essex Cricket will ensure that all existing and potential employees receive equal consideration and is committed to the elimination of unlawful or unfair discrimination on the grounds of age, gender, gender reassignment, marital or civil partner status, disability, race, colour, ethnic or national origin, religion/belief or sexual orientation.

This role profile is not exhaustive; the job description and requirements 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.

Essex Cricket -Employment
Application form





WE ARE ESSEX



ESSEX

**Be the Number ONE
Cricket Region**

TIME TO FLY LIKE AN EAGLE