



ESSEX

APPOINTMENT OF TALENT DEVELOPMENT CONSULTANT COACH

FROM NOVEMBER 2026



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SUMMARY

About the club

Essex Cricket was founded in 1876 in Chelmsford. It has three arms: club, community and foundation. The Men's side plays in Division 1 and has had major successes and claimed multiple trophies. In 2024, the ECB announced a top-tier for Women's cricket which Essex joined and competed in the inaugural season in 2025.

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 one 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.

At Essex, it's all about punching above our weight, making a big impact and pushing the boundaries.

What the Girls Pathway do

The Girls Pathway develops the next generation of female cricketers. Players aged 10-12 (Early Engagement Programme) and 13-18 (County Age Groups) gain in-depth coaching, matchday experience and access to essential resources. The team also run the Emerging Player Pathway and Academy, which are the progressive steps from the County Age Groups programme.

Overview of the role

Our ambition is to become the number one women's cricket region – driven by on-field success, fuelled by homegrown inspiration and supported by off-field growth.

The Talent Development Consultant Coach will play a key role within the We Are Essex Cricket Women & Girls Talent Development pathway, taking responsibility for the leadership and delivery of the U18 and U16 programmes across winter training and summer matchplay.

Reporting to the Talent Development Lead, the Consultant Coach will lead the planning and delivery of high-quality talent development environments aligned to the Talent Development Framework. The role will contribute to player development, selection and progression, support the Emerging Player Programme and Talent ID activity, and work with counties across the Talent Pathway Catchment Area (TPCA) to support the transition of Essex CAG players into tiered senior women's county cricket.



PURPOSE, VISION, MISSION, STRATEGY & VALUES

Across both the Club and Community at Essex Cricket, we all share the same aims, mission objectives and values. Our strategic plan, named the Game Wide Plan, is our four year plan for sustainable growth and long-term successes across the East of England. You can view it [here](#).

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

Our purpose drives us towards our vision to "Be the Number **ONE** Cricket Region".

Mission

To provide individuals with the opportunity to 'Fly Like an Eagle'.



Strategy

ECB Strategic Objectives



Essex Strategic Objectives

Values

Stay Above The Line | Respect, Attitude, Effort.



MAIN DUTIES & RESPONSIBILITIES

Key Duties

- Lead the U18 and U16 Talent Development programmes, including the planning, preparation, coaching and delivery of winter training and summer matchplay programmes.
- Work closely with the Talent Development Lead to ensure programme delivery and player development align with the Talent Development Framework and wider pathway objectives.
- Contribute to player identification, selection and ongoing monitoring across the U18 and U16 programmes.
- Lead formal player review meetings, providing clear, individualised feedback and development priorities aligned to the Talent Development Framework.
- Maintain appropriate player development records and undertake the administration required for the effective delivery of the U18 and U16 programmes.
- Lead relationships with counties across the Talent Pathway Catchment Area to identify and facilitate appropriate opportunities for Essex CAG players to transition into tiered senior women's county cricket.
- Support the Emerging Player Programme through coaching, player observation and development activity where appropriate.
- Support Talent ID events and other player identification activity where appropriate.
- Contribute to pathway meetings, selection discussions, player reviews and coach development activity as required.
- Ensure all activity is delivered in line with relevant safeguarding, welfare, health and safety and organisational policies.

Full Job Description

- To view the Job Description please click [here](#).



PERSON SPECIFICATION

Key Attributes

- Be qualified to a minimum of ECB Core Coach (Level 2)
- Hold a valid ECB DBS Certificate, membership with the ECB Coaches Association, a valid First Aid qualification and full clean Driver's License
- Have significant experience coaching within a County Age Group, Talent Pathway or comparable performance environment.
- Have a robust technical and tactical knowledge of the women's and girls' game.
- Have a strong understanding of talent development and the development needs of young players.
- Demonstrate the ability to plan and deliver high-quality coaching programmes across both training and competitive environments.
- Have experience providing individualised player feedback and conducting player development/review conversations.
- Be able to build positive relationships with players, parents, coaches and other pathway stakeholders.
- Be an excellent communicator who can provide clear, constructive and development-focused feedback.
- Be highly organised and capable of coordinating the administrative requirements associated with leading age-group programmes.
- Demonstrate a player-centred approach and an ability to create positive, challenging and supportive learning environments.
- Be able to work collaboratively as part of the wider We Are Essex Cricket Women & Girls Talent Development team.

NOTE:

This job description is intended to convey information essential to understanding the scope of the position and is not intended to be an exhaustive list of skills, efforts, duties, responsibilities, or working conditions associated with it. Duties, responsibilities, and activities may change at any time with or without notice, in line with the needs of the Club.



OTHER INFORMATION

What this role can give you

Alongside working in a nationally recognised high-performing county cricket club, this role has many benefits including:

- 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
- Employee Wellbeing initiatives
- Free onsite car parking
- Club Branded Clothing
- Complimentary tickets for home matches



Commitment

This contract is a part time, one year contract. This may include weekends and/or bank holidays if required.

Location

The role's 'normal place of work will be Chelmsford, with the option of Flexible Hybrid Home Working. You may also be required to travel around East London and Essex.

Remuneration

This position's remuneration will be competitive dependant on experience. Reasonable expenses will be covered.

Commencement

This position's likely start date will be Monday 2 November 2026.



HOW TO APPLY

How to Apply

To apply for the Talent Development Consultant Coach role, please complete this [**form**](#).

- Please note the deadline is **Sunday 4 October 2026**.
- Interviews for this position will commence w/c **Monday 12 October 2026**.

For an informal conversation about the opportunity please contact **Lenny Sims** (Talent Development Lead) at [**lenny.sims@essexcricket.org.uk**](mailto:lenny.sims@essexcricket.org.uk) or Grace Jacob-Melhuish (Head of Talent Development) at [**grace.melhuish@essexcricket.org.uk**](mailto:grace.melhuish@essexcricket.org.uk).



Safeguarding Statement

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.

Equality Statement

We are an equal opportunity employer. We celebrate diversity and are committed to building an inclusive environment for all employees. 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.

Rehabilitation of Offenders Act 1974

Many posts within ECCC are exempt from the above act, as the nature of the jobs fall within the type of work excluded from the Act by the 1975 and 2001 Exceptions Amendments. This means that before an offer of employment is confirmed, you must declare when asked, all offences, convictions, cautions, bindovers or any court cases you may have pending. Convictions will not necessarily be a bar to employment with ECCC. If this post involves working with or has access to children and/or adults at risk, we will require an enhanced check from the Disclosure and Barring Service (DBS) for the successful candidate. If the post applied for does not require working with or having access to children and/or adults at risk, we will not take this into consideration unless it is necessary.





CONTACT DETAILS



[01245 252420](tel:01245252420)



questions@essexcricket.org.uk

SOCIAL CHANNELS



[@essexcricket](https://www.instagram.com/essexcricket) & [@essexcricketwomen](https://www.instagram.com/essexcricketwomen)



[@EssexCricket](https://twitter.com/EssexCricket) & [@essexwomen](https://twitter.com/essexwomen)



[@Essex County Cricket Club](https://www.facebook.com/EssexCountyCricketClub)



[Essex Cricket](https://www.youtube.com/EssexCricket)

FOR MORE INFORMATION ABOUT ESSEX CRICKET



www.essexcricket.org.uk

