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| **Job Title:** | Assistant Coach and Seam Bowling Lead Coach |
| **Reports to:** | Western Storm Head Coach |
| **Responsible for:** | N/A |
| **Salary:** | £34k - £37k dependent on experience |
| **Location:** | Bristol, with regional and national travel |
| **Contract:** | Fixed – 31st Jan 2025 |
| **Hours:** | Full time, minimum 40 hours per week |
| **Main Purpose of Job:**  To provide specialist seam bowling coaching / support to a range of Senior and Academy players, ensuring the Western Storm’s philosophy is delivered across all levels of the performance pathway and ensuring the continued development of seam bowlers at all levels. Alongside this, provide any general coaching assistance as required by the Western Storm Head Coach. | |
| **Main Responsibilities:**  **Environment and safeguarding:**   * To ensure Western Storm’s safeguarding policies and procedures are adhered to at all times including adherence to the staff code of conduct and consistently advocating the safeguarding of children, young people and vulnerable adults at all times. Appropriate consideration must be given to safeguarding in all activities and decisions which are undertaken * To ensure the Western Storm equity, diversity and inclusion policy and standards are upheld and always abide by the Club’s code of conduct * To facilitate an exceptional environment that supports the development of players * To provide a challenging and innovative training environment * To ensure an environment that facilitates the uptake of elite behaviours.   **Specialist Seam Bowling Coaching:**   * To work closely with the Head Coach and Senior Regional Talent Manager to provide relevant specialist bowling coaching support to players as required. * To lead, manage and provide suitable development opportunities that ensure an appropriate depth of bowlers are ready to compete in regional cricket, ensuring the bowlers next in line to be selected at 1st XI level are capable of delivering from ball one. * To develop the Western Storm seam bowler’s ability to create opportunities at the start, the middle and at the end of an innings and assist bowlers develop their tactical plans across both white ball formats. * To deliver one-to-one sessions with players as requested by the Head Coach. * To support the Senior Regional Talent Manager in developing and implementing a long-term strategy to deliver a constant stream of seam bowlers able to transition into regional cricket. * To support the Western Storm pathway coaches to provide high-quality seam bowling support to Academy & EPP bowlers * Working closely with the Head Coach, input to, monitor and review the seam bowling section of individual performance plans for Senior Western Storm bowlers. * To have oversight of the seam bowling talent pool across the region and have a strong awareness of the Academy / EPP seam bowlers development areas and performance plans. * Contribute to the seam bowling component of the Western Storm depth chart. * To positively contribute to talent identification processes and initiatives from a seam bowling perspective. This may entail attending Talent Observation days, Women’s County games and County Age Group games where scheduling allows. * To facilitate and deliver as requested by Regional Director of Women’s Cricket, Head Coach or Senior Regional Talent Manager specific specialist coaching to Western Storm coaches and County Pathway Coaches.   **Job description Assistant Coaching:**   * To assist the Head Coach with preparing, developing and supporting the needs of the professional squad, during the winter and summer. * To support the Head Coach and, when appropriate, the Senior Regional Talent Manager in preparing teams accordingly. * To input accordingly, when requested, on player selection matters. * To contribute to the multidisciplinary performance review for each Senior and Academy player. * To represent Western Storm in its promotion on matters relating to the playing and organisation of cricket, as requested by the Director of Cricket, Head Coach or Senior Regional Talent Manager. * To build strong links with key external stakeholders and to provide guidance to the Western Storm feeder counties where required. * Take on any other responsibilities or tasks that are within your skills and abilities whenever reasonably asked by the Director of Cricket or Head Coach.   *\*Please note this list is not exhaustive and is designed to capture the key elements of the role. Other tasks may be required at the request of the Regional Director of Women’s Cricket or Head Coach.* | |
| **Knowledge, skills and experience required:**  **Essential**   * Extensive coaching experience with proven expertise of developing elite cricketers. * Track record of developing talented young players into elite senior cricketers. * Excellent skill-specific knowledge of seam bowling * Extensive experience of performance and technical analysis systems * Demonstrable experience of how to effectively coach adolescent learners * A thorough understanding and demonstrable support of the principles of safeguarding children and young adults * Up to date Safeguarding Young Cricketers or equivalent certificate (this must be maintained throughout employment) * Satisfactory disclosure from Disclosure and Barring Service * A minimum coaching qualification of UKCC Level 3 coaching or international equivalent. * ECB Coaches Association member * Full UK Driving license   **Key attributes**   * Genuine desire to improve player performance and to want the best for each player as an individual * Excellent communication and interpersonal skills with an approachable manner * Demonstrable leadership skills * Innovative thinker, curious to explore new ways of doing things * Energy, enthusiasm, initiative, flexibility/adaptability * Good general IT skills * Excellent time management and organisational skills. * Ability to positively influence key stakeholders * Collaborative approach * Commitment to self-development * Willingness to travel to and operate out of different locations as the role requires. * Reflective with high level of emotional intelligence | |
| **Key contacts in the business:**  **Internal:** Senior Western Storm and Western Storm Academy players, Regional Director of Women’s Cricket, Head Coach, Senior Regional Talent Manager, Talent Manager, Sports Science and Medicine team, all coaches, General Manager.  **External:** ECB, Hundred Franchises, County pathway coaches, Casual Coaches | |
| **Equal Opportunities and Inclusivity Statement**  Western Storm endorses the principles of equality and equity and strives to ensure everyone involved with the Club 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 Club 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 in particular on the grounds of sex, race, disability, sexual orientation, marriage and civil partnership, gender reassignment, religion or belief, pregnancy and maternity, and age. | |
| **Safeguarding Statement**  Western Storm 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. | |