



## Job Description – Western Storm Head Coach

<b>Position:</b>	Head Coach
<b>Department:</b>	Cricket
<b>Accountable to:</b>	Regional Director of Women's Cricket

### 1. Job Summary

The Western Storm Head Coach is the senior official and principal lead of the Western Storm Senior Coaching Team, and is responsible for the day-to-day programme of all other coaching and team personnel. The post holder is accountable to and reports directly into the Regional Director of Women's Cricket and will provide the day-to-day leadership in training and competition environments.

In conjunction with the Western Storm captain, team management and all players, the Head Coach will proactively shape the culture and environment in which all members operate in and will promote the highest standards of behaviour and discipline.

The Western Storm Head Coach will play a pivotal role in developing the most talented female cricketers within the region. The successful candidate will lead and manage the ongoing development of both the individual players and the Western Storm team which competes in the Rachel Heyhoe Flint Trophy (50 overs) and Charlotte Edwards Cup (T20).

### 2. Key Responsibilities

#### *Selection*

- To be responsible for the selection of each Western Storm team in conjunction with the Captain and Regional Director of Women's Cricket across all formats of the game.
- To provide annual recommendations for Western Storm player contracts to the Regional Director of Women's Cricket.

- To be responsible for liaising with the England Women's Performance Team regarding the availability of Western Storm players for England representation.

#### *Player Development*

- To develop, implement and monitor individual development programmes for each player in the squad in conjunction with the coaches and management team.
- To be responsible for organising practice and preparation of the Western Storm squad in order for them to compete successfully in all domestic competitions.
- To be responsible for preparing and implementing 'out-of-season' training and development programmes for full time professional players, including the pre-season period and monitoring overseas 'scholarship' and placement programmes.
- To work closely with the Senior Regional Talent Manager to support the development of talent emerging through the Western Storm Academy and develop strategies to ensure Academy players can smoothly transition into the Western Storm squad.

#### *Science and Medicine*

- To work closely with the physiotherapist and medical staff on the availability and wellbeing of all players.
- To manage the workload of Western Storm players, and particularly fast bowlers, to ensure high quality performances from all players throughout the season.
- To work in conjunction with the strength and conditioning coach to ensure the development, implementation and monitoring of all player fitness standards

#### *Competition*

- To provide match-day tactical support to all players and specifically the Western Storm captain as required, including the sourcing of key information on opponents as well as Western Storm players in order to develop team plans and strategies for each match.
- To direct the performance analyst in providing the necessary data and information to inform match day preparation, post-match reviews, player development plans and setting benchmarks for performance.

#### *Coaching and Management*

- To be responsible for the management of the Western Storm coaching team and management staff in order to create a high performing unit.
- To work in conjunction with the Regional Director of Women's Cricket to manage the deployment of coaching support to other Western Storm programmes, and provide coaching support to these programmes as necessary.

## Discipline

- In the event of a Western Storm player or member of the management team breaching their conditions of employment or otherwise breaching team discipline, the Head Coach will be responsible for implementing the disciplinary procedures set out in the respective employment contracts or referring serious breaches to the Regional Director of Women's Cricket.
- To act as the primary point of contact with umpires on all matters related to the 'Spirit of the Game', regulations and conduct of matches.

## Annual Review & Monitoring

- To submit a report on team and individual performances at the conclusion of each season, and be available for debriefs with the Regional Director of Women's Cricket.
- To implement a performance management system for each Western Storm player in order to set performance goals for the year, and continually monitor their progress.
- To conduct an appraisal of direct line reports in accordance with the performance management process of Western Storm.

## *Culture*

- To work in partnership with the Western Storm captain and Regional Director of Women's Cricket to create an environment in which players prepare and perform to the highest standards of professional cricket, both on and off the field.
- To work closely with the captain on an on-going basis to ensure consistency of message from Head Coach and captain, and provide leadership and direction to the players and management team in order to achieve the performance goals that have been set.
- To promote the interests of, and assist in, creating a positive image of Western Storm - both on and off the field.

## *Operations, Facilities, Commercial and Media*

- To work closely with the Operations Manager to prepare a schedule of Western Storm team activities in order to ensure the players and management are aware of events both on and off the field - including official functions and other non-cricketing activities and obligations.
- To work closely with the Operations Manager to identify the facility requirements associated with the training and match schedule.
- To support the Regional Director of Women's Cricket in delivering the Western Storm cricket programme within the annual budget.

- To liaise with the Regional Director of Women's Cricket and the Operations Manager regarding the procurement of equipment to support the efficient and effective operation of the Western Storm team.
- To attend management team meetings when required
- To be available to speak to the media before, during or after a match and at other such times as requested by the Regional Director of Women's Cricket and / or Operations Manager.

### **3. Nature and Scope of Job**

#### *A. Job Context:*

The Western Storm Head Coach is charged with the responsibility of preparing the team to the best possible technical, tactical, physical and mental state in order for Western Storm to compete successfully in all ECB domestic matches and competitions.

#### *B. Working Relationships:*

- Western Storm Executive Board
- Regional Director of Women's Cricket – Western Storm
- Western Storm Team Management and Coaching Staff including Medical Team: Physiotherapist, S&C Coach, Medical Officer.
- Western Storm Captain and players
- ECB Director – England Women
- ECB Head Coach – England Women
- ECB Head of Women's Domestic Cricket
- ECB National Talent Manager
- Emerging Player Programmes Head Coaches
- County Age Group Coaches
- Welsh Fire – Women's Head Coach
- Hundred Team Head Coaches
- Umpires and Match Officials
- Media

### **4. Knowledge, Skills and Experience**

#### *Essential:*

- UKCC ECB Level 3 Coaching Qualification or equivalent
- Demonstrable success as a cricket coach at domestic and/or international level
- Have demonstrable experience of having worked with elite level and aspiring elite level players over a sustained period of time
- Ability to motivate, influence and develop professional cricketers, coaches and teams

- Exceptional planning, coordination and organisational skills
- Self-motivated with the ability to work independently or as part of a team
- Strong disciplinary skills
- Be committed to any ongoing development opportunities and Head Coach meetings as delivered by ECB
- A full clean driving Licence due to likely travel requirements within the region
- Knowledge of women's cricket and a clear vision of development within the region
- Right to work in the UK

## **5. 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

This job description is only a summary of the role as it currently exists 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.

Western Storm Ltd 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.