



Salary and Benefits

Fixed Term Contract until the 31st January 2022
Up to £41,500 Per Annum (dependent on experience & pro rata for the contract)
23 days holiday
Pension scheme
Laptop

The Position – Head Coach – Western Storm

Women's and girls' cricket is set to be transformed as part of an exciting strategy to Inspire Generations by connecting communities and improving lives through cricket, ensuring cricket is a game for all. As the women's domestic game transitions into a new professional era, the Western Storm Head Coach role provides an exciting opportunity for a highly skilled, motivated individual to shape the new Western Storm landscape.

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 will compete in the 50 over and T20 competitions within the new Women's Elite Domestic Structure. A key aspect of this role is to provide effective development environments & opportunities that enable players to maximise their potential. For the first time, the women's domestic game will have a number of full-time contracted players and a designated team of support staff, so we would welcome candidates with experience of leading a multi-disciplinary team who can evidence high quality planning, delivery and evaluation of year-round programmes.

This Head Coach role will suit candidates who are energised by being part of the creation of a new professional structure and who thrive on seeing people develop. The successful candidate will need to have a can-do attitude, be creative in finding solutions to challenges and be committed to self-improvement. It would be advantageous for the successful candidate to have experience of working with elite players and aspiring-elite players, being equally comfortable in supporting players on a full-time contract as well as those who have dual aspirations or careers outside of the game.

Reporting to the Regional Director of Women's Cricket, 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. It is expected that the full-time contracted players will be based in Bristol, but travel may be required to other first-class county or partner facilities in the region also. Western Storm will be looking to work closely with Welsh Fire in The Hundred competition (Women's) to ensure the two programmes align, in doing this there may be opportunities for the Head Coach to play a role in the Welsh Fire coaching team upon the agreement of the Welsh Fire TeamCo, the Welsh Fire Head Coach & the Regional Director of Women's Cricket.



1. Principle Responsibilities:

- Be accountable for the holistic development of all players, tactical and strategic direction of the team, squad and player programming to drive forward the standard of play for Western Storm.
- Provide long term direction to the underpinning talent pathway to ensure the balance of current and future needs of the team are met effectively.
- Work closely with the England Women's performance team to enhance player development, provide insight to player ID and ensure alignment of programmes year-round.
- Ensure the long-term development plans of players and staff are recorded through the ECB Athlete Management System to enable effective reviews of the players, staff and programmes.
- Input all relevant performance information to ensure a clear and objective appraisal process can take place which will be led by the RDoWC.
- Act as a positive role model and advocate for women's cricket and work in collaboration with all partners to maximise resources and drive the improvement of domestic and international women's cricket.

Note: The Job Description summarises the major role and responsibilities of the job. It is not intended to exclude the job holder being asked to undertake any other activities as required from time to time by the Regional Director of Women's Cricket, nor future changes to the job holder's responsibilities. The precise duties and responsibilities of any job may be expected to change over time. Job holders will be consulted over any proposed changes to this job description before implementation.

2. Working Relationships

- Regional Director of Women's Cricket – Western Storm
- ECB Director, England Women
- ECB Head Coach, England Women
- ECB Head of Women's Domestic Cricket
- ECB National Talent Manager
- ECB Head of The Hundred - Women's Competition
- Welsh Fire – Women's Head Coach
- Regional Talent Managers
- Emerging Player Programme Head Coaches
- County Age Group Coaches
- ECB Head of Coach Development
- Science & Medicine staff

3. Skills, Knowledge and Experience:

Essential

- Be an outstanding leader and communicator with exceptional standards of professionalism.
- Be experienced in working with a highly skilled management team and playing group to set out short, medium and long-term plans.
- Have a passion for leading players and staff to develop an environment that drives performance through a sustainable, person-focused culture.
- Have demonstrable experience of having worked with elite and aspiring-elite players over a sustained period of time.



- Have demonstrable experience of developing players to move on to the next level in their careers.
- Commit to the ongoing development opportunities and Head Coach meetings delivered by the ECB.
- Hold, as a minimum, an ECB Level 3 qualification or international equivalent with the ability and commitment to achieve Level 4 within an agreed period.

Desirable

- Excellent knowledge of women's cricket and a clear vision of how it can be improved within the Region.
- A degree in Sports Science, Coaching or another relevant field.
- Experience of supporting fellow coaches through coach development activities.
- Experience of managing complex programmes with multiple stakeholders.

4. Personal Attributes:

- A high degree of personal resilience to cope with the demands of coaching at this level and to be relied on by the organisation, players and staff to handle pressure in critical moments.
- Effective planning and organisational skills required to deliver a professional programme of activity integrating all elements associated with high performance.
- Demonstrate a thirst for continuous personal development, ensuring the programme remains at the cutting edge of elite coaching and performance.
- Person-focused individual who is excellent at developing and maintaining a wide range of relationships with a number of different stakeholders.

Due to the nature of this role and the likely travel requirements for the region, a full, clean driving licence is essential.

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.

To Apply

If you feel you have the experience, skills and passion to perform the role of Western Storm Head Coach and have a strong desire to take women's and girls' cricket to the next level, please submit a written application. Your application should include a covering letter (specific to the job description and job advert and no more than one A4 page) and a CV outlining why you should be considered for the role. Please send applications to: recruitment@westernstorm.co.uk

The closing date for applications is **Wednesday 5th August 2020 at 5pm.**

If you would like an informal chat about the role, then please email lisapagett@westernstorm.co.uk who would be happy to set up a call.

Interviews will be held in the week commencing **10th August 2020**. Depending on working environments at that time, interviews may be conducted via video conferencing call. If face to face, the process is *likely* to involve a short coaching session, a presentation and panel interview.

