



### **Salary and Benefits**

Fixed Term Contract until the 31st January 2022  
Salary: Up to £34,000 Per Annum (dependent on experience & pro rata for the contract)  
23 days holiday  
Pension scheme  
Laptop

### **The Position – Senior Talent Manager – 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.

The Senior Regional Talent Manager (SRTM) will work across County boundaries in conjunction with the Regional Director of Women's Cricket (RDoWC), the National Talent Manager and County contacts. The SRTM will connect players and programmes to the new elite domestic structure within the South West & Wales ('Western Storm') region and the England Women's Cricket Pathway (EWCP).

The Western Storm region comprises of the counties of Glamorgan, Gloucestershire, Wiltshire, Somerset, Devon & Cornwall. The SRTM will lead on the delivery of the Western Storm Academy and support the counties across the South West and Wales with Women & Girls' programmes, ensuring alignment with the ECB Talent Development Framework.

This exciting role will play a significant part in this new start-up operation and will suit those with a passion for the development of people and cricket, a fascination with talent identification, an enjoyment of leading and influencing people and a passion for continuous learning. You will need initiative, a can-do attitude, an ability to problem solve producing workable solutions and a strong commitment to drive the professionalisation of the women's and girls' game. We are seeking an individual with a proven track record in the areas of talent identification and development who will flourish in a high performing environment and have a positive impact on those around them.

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 evenings and weekends in line with fixtures and coaching requirements.

### **Job Overview**

#### *Principle Responsibilities*

- Lead the Western Storm Academy and influence Counties to plan for the development of players through programmes that value holistic and positive development experiences.



- Ensure that the delivery of all player programmes (Western Storm Academy, County EPP, County Age Group) are aligned to the ECB Talent Development Framework to provide a joined up, game-wide approach to talent development.
- Support Counties in the region to ensure the effective management of talented players who are identified as having the potential to progress on to the EWCP to provide a collaborative and individualised approach to their programme delivery.
- Contribute to the development of a talent identification and recruitment strategy for the Region which aims to ensure programmes are accessible, broadens the player pool and drives diversity and inclusion.
- Ensure players develop personal excellence through relevant, individualised and outstanding learning and development experiences.
- Work with the RDoWC and Counties to ensure that match play and competition opportunities support talent development effectively for the Region.
- Work with the RDoWC and Counties to develop a robust communication plan across the Region to ensure collaboration in the delivery of talent development; this should include a plan for dialogue and engagement with parents.
- Take on a scouting role as part of the ECB Player Identification System
- Monitor the effectiveness of the player pathway through established minimum quality standards
- Develop coaches and coaching within County age group programmes in the Region
- Undertake such duties, at the request of the RDoWC and the National Talent Manager, to support ECB with delivery of the national talent pathway competition programme(s)
- Keep up to date with best practice and expertise across the fields of talent development and attend ECB CPD events and meetings to support the drive for a world leading player pathway

**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.

### **Working Relationships:**

- Regional Director of Women's Cricket
- ECB Head of Women's Domestic Cricket
- ECB National Talent Manager
- Regional Head Coach – Western Storm
- Head Coach – The Hundred Women's Competition – Welsh Fire



- Regional Science & Medicine staff
- County Pathway Leads
- Emerging Player Programme Head Coaches
- County Age Group Coaches
- ECB Head of Coach Development

## **The Person**

The successful candidate will have the following experience / skills / qualities:

### ***Essential:***

- Excellent leadership, communication, interpersonal and influencing skills
- Demonstrable experience and expertise in the areas of talent identification and development
- Experience of organising, planning, programming and monitoring of individualised player development plans
- Qualified to at least ECB Level 3 (Advanced Coach)
- High standards of personal and professional integrity
- An appetite for continuous learning and development
- Be able to identify with and believe in the principles of the ECB Women and Girl's player pathway
- High levels of energy and enthusiasm
- The ability to use initiative working as part of a team or independently as required
- Honesty, tact and strong will to succeed
- Innovative and creative
- Excellent IT skills with competent ability using Microsoft Office programmes
- Up to date first aid qualification.
- Disclosure and Barring Service (DBS) and Safeguarding Children certification
- Full UK Driving Licence and ability to travel independently to various venues across the region.

### ***Desirable:***

- A degree in Sports Science, Coaching or a relevant field
- Knowledge of the ECB Talent Development Framework and/or alternative NGB frameworks
- An understanding and experience of best practice scouting and selection processes
- An understanding and experience of Coach Development
- Experience of and skills to manage complex projects with multiple stakeholders

Western Storm 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. For this role, an ECB DBS certificate, first aid qualification and safeguarding children certification are essential.



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

### **To Apply**

If you feel you have the experience, skills and passion to lead the Western Storm Academy as Senior Talent Manager 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 CV outlining why you should be considered for the role. Please send applications to: [recruitment@westernstorm.co.uk](mailto:recruitment@westernstorm.co.uk)

The closing date for applications is **5pm on Friday 7<sup>th</sup> August.**

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

Interviews will be held in the week commencing **17th August 2020**. Depending on working environments at that time, interviews may be conducted via video conferencing call. If interviews are face to face, the interview process is *likely* to involve a presentation and panel interview.

