



“A Partnership Without Boundaries”

Community Cricket Coach

Job Title: Community Cricket Coach (Full Time/Permanent)

Hours: Flexible – min 40 hours per week.

Salary: Dependent on skills and experience

Start date 1 January 2019

Closing Date for applications: 31 October 2018

GUERNSEY CRICKET BOARD

Guernsey Cricket Board (GCB) is the body that has sole control of all ‘things’ cricket in the Bailiwick having been formed to oversee the process that saw Guernsey become an Associate member of the International Cricket Council (ICC).

The Guernsey Cricket Board is a Limited by Guarantee (LBG) Company and is registered accordingly in Guernsey (Company No. 44609).

The Guernsey Cricket Board is a Registered Charity (CH299) as required by The Charities and Non Profit Organisations (Guernsey) Law, 2008.

PURPOSE OF THE POSITION:

The Community Cricket Coach role is a flexible role, working alongside the Director of Cricket (DC) and Cricket Development Officer (CDO), but will focus on delivering the key elements of the Guernsey Cricket ‘A Game for Everyone’ Player and Coach Pathway. This will be a ‘hands on’ role working in schools primarily, but also delivering Guernsey Cricket run courses in and out of school term.

You will also be expected to develop your own strategies around these initiatives and, generating excitement in junior cricket to attract and retain young cricketing stars.

At all times, you will be expected to ensure that the GCB Safeguarding Policy Guidelines are observed and upheld by all stakeholders in Guernsey Cricket.

The position presents an exciting opportunity for the suitable candidate to become part of an organisation committed to growing participation and interest in cricket in Guernsey. The role requires organisational skills, leadership, communication skills and the ability to relate to and enthuse all stakeholders within the game of cricket.

GCB Office, KGV, Rue Cohu, Castel, Guernsey, Channel Islands, GY5 7SZ

T: 01481 257332 E: info@guernseycricket.com Website: www.guernseycricket.com

The Guernsey Cricket Board is a Limited by Guarantee (LBG) Company and is registered accordingly in Guernsey (Company No. 44609).

The Guernsey Cricket Board is a Registered Charity (CH299) as required by The Charities and Non Profit Organisations (Guernsey) Law, 2008

The role will be responsible for:

- Junior cricket participation in boys and girls both in schools and local Clubs.
- Manage junior cricket school visits by planning and running/staffing in school activities.
- Assist the CDO in leading new Junior Club cricket competitions and supporting current competitions.
- Assist the CDO in activating new Junior Club cricket initiatives to promote the Guernsey Cricket brand in the community and encourage participation.
- Manage the 'Activators'
- Work alongside the Head of Cricket within the Development and Representative Programmes to manage coaching and playing schedules for age group cricket, both at local and National level.

TASK DESCRIPTION (Prime Responsibilities)		
Key Task:	Expected Outcome:	KPI's
Ensure cricket remains a visible option in Bailiwick schools	<ul style="list-style-type: none"> • Formal cricket activity delivered in all schools (YR3/4 & 5/6) across Bailiwick • Strong (1:10 Boys and 1:25 Girls) retention rates from School programmes to regular Participation Programmes • Lunch time and after school sessions secured with all schools alongside Roadshow visits aimed at all year groups • Competition calendar at secondary level 	<ul style="list-style-type: none"> • Signed acceptance notes from all schools • Numbers on Under 7 and Under 9 courses in Spring increasing year on year • Signed acceptance notes from all schools • Fixtures agreed
Encourage Junior Cricket Club Participation and Playing	<ul style="list-style-type: none"> • Develop innovative recruitment approaches that encourage junior boys and girls to play cricket in and out of school • Work alongside Clubs to implement recruitment strategies. • Execute retention approaches aimed at keeping junior cricketers playing the game and staying with their Club 	<ul style="list-style-type: none"> • Increased number of junior teams (school and club) • Players coming in from outside GCB programmes • Continual season by season player retention leading to increased numbers in Senior cricket
Organise Junior Cricket Club Competitions	<ul style="list-style-type: none"> • Thriving and exciting Junior Club competitions. • Transition from age group to adult Club cricket • Wider base to select age group representative sides from. • Work with CDO to implement new competition initiatives. • Maximise sponsor opportunities and visibility 	<ul style="list-style-type: none"> • Excitement and exposure generated around junior competition. • Operative systems in place to be able to sustain and improve on competitions each season. • Maintain existing sponsor involvement and build new relationships

GCB Office, KGV, Rue Cohu, Castel, Guernsey, Channel Islands, GY5 7SZ

T: 01481 257332 E: info@guernseycricket.com Website: www.guernseycricket.com

The Guernsey Cricket Board is a Limited by Guarantee (LBG) Company and is registered accordingly in Guernsey (Company No. 44609).

The Guernsey Cricket Board is a Registered Charity (CH299) as required by The Charities and Non Profit Organisations (Guernsey) Law, 2008

Assist the Delivery of the GCB Junior Representative Programme	<ul style="list-style-type: none"> •Talent ID of players from Participation to Club Programme to provide squad numbers for Development Programme •Assist Head of Cricket with squad training sessions •Talent ID for EPP selection 	<ul style="list-style-type: none"> •Competitive XI's put out at U11 U13 and U15 level •Broad squad base for selection •Year on year growth in EPP numbers
Communicate Effectively	<ul style="list-style-type: none"> •Develop strong relationships with volunteers, coaches, school staff and club officials. •Maintain consistent communication between Primary Schools and other bodies involved in the governance and delivery of junior cricket for boys and girls. •Assist Director of Cricket, Head of Cricket, CDO, team coaches and organisers at GCB matches and Tournaments. 	Consistent messages are communicated across all stakeholders.

WORKING EXPERIENCE:

- Knowledge of junior cricket
- Experience in coaching school aged children
- Ability to create and deliver a programme
- Experience with developing innovative strategies and frameworks.

SKILLS, KNOWLEDGE AND EXPERIENCE:

Leadership	<p>Able to provide the vision, energy and passion for junior cricket so that others follow willingly and in a fully committed way.</p> <p>Drives for results and can be counted on to achieve goals successfully</p> <p>Displays the courage to make decisions</p> <p>Ability to influence others, with excellent team building, collaboration and partnering skills</p> <p>Able to plan, organise and prioritise own work to achieve objectives and outcomes to a high standard and within agreed timeframes</p>
Technical Skills (Specific Job Skills)	<p>Articulate and able to communicate with all stakeholders</p> <p>Able to develop skills in players</p> <p>Good written and verbal communications skills</p> <p>Competent in the use of current Microsoft Office products particularly Outlook, Word, Excel and PowerPoint.</p>

GCB Office, KGV, Rue Cohu, Castel, Guernsey, Channel Islands, GY5 7SZ

T: 01481 257332 E: info@guernseycricket.com Website: www.guernseycricket.com

The Guernsey Cricket Board is a Limited by Guarantee (LBG) Company and is registered accordingly in Guernsey (Company No. 44609).

The Guernsey Cricket Board is a Registered Charity (CH299) as required by The Charities and Non Profit Organisations (Guernsey) Law, 2008

Professional Knowledge	Min. ECB Level 2/UKCCC2 Playing/coaching experience outside of Bailiwick Sports based academic study/qualification
Core Competencies	Self-awareness (seeks feedback, challenges own coaching ability) Builds trust (displays empathy, operates with integrity, supports others) Makes change happen Gets the best out of others (sets challenging expectations, ensures player learning, customises communication, provides feedback / reinforcement, builds confidence)

PERSONAL ATTRIBUTES & OTHER REQUIREMENTS

- Commitment and alignment to the vision and values of Guernsey Cricket
- Must be proactive and demonstrate initiative and courage when required
- Diplomatic and tactful approach and is a good listener
- Ability to work under pressure while maintaining attention to detail
- Capacity and enthusiasm to learn new concepts and tasks and take on additional responsibilities and be open to feedback
- Demonstrates the personal qualities and attributes that will contribute to building effective personal relationships within Guernsey Cricket and external stakeholders
- Personal empathy and sensitivity to personal issues amongst the player group
- A can-do, team-focused approach with delight at helping others reach their potential
- Current driver's licence
- Must be legally entitled to work in Guernsey

This job description only contains the principle accountabilities/main duties relating to this post and does not describe in detail all of the duties required to carry them out.

Other duties may be required to be undertaken from time to time as directed by the Board. This will include, but not be limited to managing travel and logistical issues around all of island travel for Guernsey Cricket teams and staff.

RESPONSIBLE FOR:

Direct Reports Director of Cricket

Internal relationships Head of Cricket, Cricket Development Officer, GCB Staff, CEO/Director of Cricket, GCB Board

External relationships Players, Coaches, Schools, Clubs, Teachers, Sports Commission

GCB Office, KGV, Rue Cohu, Castel, Guernsey, Channel Islands, GY5 7SZ

T: 01481 257332 E: info@guernseycricket.com Website: www.guernseycricket.com

The Guernsey Cricket Board is a Limited by Guarantee (LBG) Company and is registered accordingly in Guernsey (Company No. 44609).

The Guernsey Cricket Board is a Registered Charity (CH299) as required by The Charities and Non Profit Organisations (Guernsey) Law, 2008