



Job Description

HEAD COACH

About Leicestershire County Cricket Club

Leicestershire County Cricket Club is one of eighteen first-class county clubs within the domestic cricket structure of England and Wales. It represents the historic county of Leicestershire as well as being representative of the county of Rutland. The Club's limited overs team is called the Leicestershire Foxes.

The Club has a number of aims; of primary importance is that it has a robust strategy to help it remain viable, sustainable, and financially stable in the short, medium and long term.

The Club aims to be 1st class in everything that we do. We aspire to having an Academy and pathway which creates players for England. We sported the youngest team in the T20 competition in 2020 reaching the quarter finals. We aim to attract young hungry talent which can be nurtured into England's players of the future.

Leicestershire County Cricket Club is looking for an inspirational and value-driven Head Coach who has enjoyed a successful track record in leading and embedding a high-performance culture at first-class county cricket or equivalent, international level. The successful person will have proven success in creating a collaborative, supportive and inclusive team ethos at the appropriate level of professional cricket.

Job Role:	Head Coach
Reports to:	Director of Cricket
Weekly hours:	Hours as required including regular evening and weekend working
Location:	Uptonsteel County Ground, Grace Road, Leicester with travel to away matches as per the cricket schedule.
Contract:	2-year fixed term contract with option to extend. Starting 1 February 2024.

Role & Responsibilities:

- Developing and lead a high-performance culture to maximise the on and off-field success of the 1st XI men's team in all three domestic competitions (County Championship, T20, RL50).
- Accountable for developing and leading a collaborative, supportive and inclusive environment where each player and member of the support team has clarity of expectation to maximise their success and self-belief.
- Work closely with the Director of Cricket, players, team captains, specialist coaches and key support team to create a high-performance environment, growth mindset and a winning mentality.
- Role model and proactively develop a positive, value-driven team ethos and inclusive environment.
- Demonstrate a commitment to equality, diversity, and inclusion (EDI) in line with the ECB's and Leicestershire Cricket's EDI actions and personal KPIs.
- Provide clear, empathic, objective and honest feedback (players and support team) to support team success. Oversee team selection, working alongside the captains and assistant coaches.
- Consistently adhere to the relevant standard, rules and regulations, policies and procedures (Leicestershire Cricket and ECB).
- Support the Director of Cricket with appraisals and player reviews.

PERSON SPECIFICATION

Essentials

- Demonstrate success of player development.
- ECB Level 3 Coaching qualification or equivalent.
- Demonstrate successful track record of leading and embedding a positive cultural change within a team.
- A clear and honest communicator, with a willingness to have tough conversations.
- Effective time management skills.
- Ability to motivate, persuade, support and influence individuals and teams.
- Ability to work within a team and to contribute to the overall success of the team and a Club as a whole.

- Commitment to keeping up to date with innovative coaching techniques and to proactively share knowledge.
- Growth mindset and a winning mentality.
- A positive and calm approach under pressure.
- A team player who can lead and inspire team to winning ways.

Desirables

- ECB Level 4 coaching qualification or equivalent.
- Proven track record as a Head Coach at First Class Level.
- Proven track record as a Head Coach at International Level.

To apply:

Please submit your CV along with a covering letter stating salary and package expectations to hr.gov@leicestershireccc.co.uk by 5.00pm on Friday 29th September 2023. Applicants must have the Right to Work in UK.

Leicestershire County Cricket Club reserves the right to bring forward the closing date dependant on the number of applicants.

We may not be able to reply to unsuccessful applicants due to the volume of applications received. If you have not heard from us within four weeks of the closing date your application has been unsuccessful.

We strive to make the environment a welcoming and enthusiastic one, fuelling ambition with opportunities and support to help us all achieve our personal and professional goals.

Equal Opportunities in Employment Policy Statement

Leicestershire County Cricket Club will ensure that all existing and potential employees receive equal consideration and is committed to the elimination of unlawful or unfair discrimination on the grounds of gender, race, disability, colour, ethnic and national origin, nationality, sexuality, marital status, responsibility for dependents, religion, trade union activity and age.

It is the intention of Leicestershire County Cricket Club that its work force, at all levels, should reflect the composition of the city's population. To achieve this Leicestershire County Cricket Club will take active and positive steps to eliminate discrimination and to promote equality in employment.

Safeguarding

Leicestershire County Cricket Club is committed to safeguarding protecting children, young people and vulnerable adults. As such, all coaching posts are subject to a safer recruitment process, references will be sought upon offer of employment and background checks will be required.

Upon commencement of employment all new starters are required to undertake ECB and Club safeguarding training.