



Job description

Job Title:	Head of Talent Pathway
Department:	Academy and County Talent Pathway
Reports to:	Director of Cricket
Responsible for:	Delivering an enhanced Academy and County Talent Pathway strategy Academy and Pathway Employees and Casual Coaches
Location:	Cooper Associates County Ground and Taunton Vale Sports Club, Taunton and as required to fulfil the requirements of the role.
Contract:	Full time, permanent
Hours:	Minimum 40 hours per week to include weekends, bank holidays and unsociable hours
Salary	Competitive salary and benefits package available
Main Purpose of Job:	
<p>Head of Talent Pathway (HOTP) will lead the delivery of the Somerset CCC boys, girls & women's County Talent Pathway strategy to identify and develop the highest potential cricketers for Somerset and England. In this role you will advance the development of the SCCC Talent Development System ensuring continual improvement in player delivery, coach education and parental engagement and awareness. and work collaboratively across the region with our National Counties Partners</p>	
Key responsibilities and Tasks	
<ul style="list-style-type: none"> - Work with the Director of Cricket to develop and deliver clear and compelling strategy for the Somerset County Talent Pathway - Work with the Director of Cricket, County Head Coach and Assistant Coaches to ensure the whole of Somerset Cricket Coaching is aligned from top to bottom - Oversee all County Talent Pathway cricket in the county, including the Academy, Emerging Player Programme (EPP), Potential Somerset Player Programme (PSPP) and County Age Group & performance Squads and teams across boys, girls & women's cricket. - Devise and execute a player identification strategy to encompass the Academy, Potential Somerset Player Programme, Emerging Player Programmes and County Age Group & Women's Squads - Plan and deliver development and competition programmes for SCCC Academy, Emerging Player Programmes, County Age Group squads and women's team (both winter and summer) - Develop, maintain and implement a talent development framework to guide pathway delivery, player identification and coach development - Drive and influence collaboration, strategy and delivery with SCCC National Counties Partners and deliver SCCC objectives. - Lead the planning, monitoring and delivery of individualised and holistic development programmes for Academy and EPP players - Provide high quality coaching interventions to County Talent Pathway individuals/teams, as agreed with the Director of Cricket - Lead, organise and manage a support team to deliver the programme (including): specialist coaches, strength and conditioning coach, physiotherapist, psychologist, administrator, age-group coaches and managers - Ensure excellent organisation, administration and communication of the pathway programmes to provide efficient and effective programme delivery - Manage the County Talent Pathway budget in conjunction with the county's Financial Controller/Finance Director to include budget planning, monitoring and reporting 	



- Provide effective communication with schools, clubs, parents of the selected players, National Counties & ECB stakeholders
- Liaise with England age-group coaches and ECB colleagues to ensure effective communication relating to the nomination and support of pathway players in regional and national programmes
- Ensure an effective link and communication channel exists with stages above (2nd XI/first team) as well below (sub-county/community), to ensure the pathway is appropriately connected
- Comply with the requirements of the County Partnership Agreement and the Pathway Performance Review process to ensure that all related funding is awarded, and best practice installed
- Work closely with the National Talent Manager to ensure the on-going advancement of the pathway programmes
- Liaise with the PCA Personal Development Manager to ensure suitable support is in place for pathway players, and a player welfare programme is delivered to academy players
- Establish and maintain strong working relationships with National Counties partners, as agreed with the Director of Cricket
- Work across 1st and 2nd XI environments, providing coaching support to professional squad and ensure an effective link and communication channel exists with 1st / 2nd XI as well as sub-county and community, to ensure the Pathway is appropriately connected.
- On occasions the Head of Talent Pathway may be asked to support Somerset CCC in other areas as directed by the Director of Cricket.

The role holder may be required to carry out additional tasks not specified in this job description which are within their level of ability.

Knowledge and experience required:

Essential

- ECB Level Three or international equivalent
- ECB Coaches Association Member
- Proven track record in coaching and developing young people
- Demonstrable experience in coaching and mentoring
- Experience in leading and managing a team of staff
- Experience of setting up and delivering coaching programmes
- A clear understanding of the ECB Pathway and Coaching guidelines
- Experience of managing budgets
- Driving licence

Please note that the appointment to this role will be subject to a satisfactory disclosure from the Disclosure and Barring Service.

Desirable

- ECB Level Four or international equivalent

Key attributes:

- Collaborative approach
- Ability to influence stakeholders in a positive manner
- High level of emotional intelligence
- Effective decision making under pressure
- Clear communication skills with an approachable manner
- Willingness to learn and develop personal skills



- Reflective
- Proactive with a can-do attitude
- Commitment to others' and own self-development
- An innovative thinker with the ambition to deliver a best-in-class talent development programme
- Flexible and adaptable with regards to working hours and patterns
- Ability to effectively lead a team and get the best out of each person

Key contacts:

Internal:

SCCC Director of Cricket
SCCC Pathway Head Coach
SCCC Pathway Coach
SCCC Pathway Women's & girls Head coach
SCCC Pathway administrator
SCCC Head of Science and Medicine
SCCC Pathway Physiotherapist
SCCC Pathway Strength and Conditioning Coach
SCCC Pathway Consultant coaches

External:

NCCA Stakeholders
Schools & Club stakeholders
ECB National Talent Manager
PCA Personal Development Manager

Equal Opportunities

Somerset County Cricket Club will ensure all existing and potential employees receive equal consideration, and is committed to the elimination of unlawful or unfair discrimination of any kind and in particular on the grounds of sex, race, disability, sexual orientation, marriage and civil partnership, gender reassignment, religion or belief, pregnancy and maternity, and age.

Prepared:

Date: November 2021