

Talent Pathway Coach

Candidate Brief

BACKGROUND

Cricket Ireland is the governing body for the game at both performance and participation levels throughout All-Ireland, representing the interests of both the men's and women's game.

The Cricket Ireland Talent Pathway is now a key strategic part of the organization identifying players of national interest, and then developing and preparing players for ICC U19 World Cups in both the men's and women's game, and ultimately Ireland senior men's and women's teams. With almost 50 players with player contracts in the men's and women's game now, and over 30 of these full-time, there are significant opportunities in the game as a career.

Cricket Ireland is seeking a full-time **Talent Pathway Coach** to be based in Northern Ireland to support our national talent pathway programme predominantly in our two northern Provinces, and support their talent pathway programmes, which are critical in ensuring there is a conveyor belt of talented players ready to take to the international stage.

The role is part-funded by Sport Northern Ireland.

PURPOSE OF THE POSITION

Cricket Ireland (CI) is seeking a new full-time **Talent Pathway Coach**, initially on a 2-year contract, to take a lead coaching role within the organisation in continuing to build on our Ireland Talent Pathway Programme (ITPP). They will deliver a robust, effective Talent Pathway Programme focussed on creating sustained success and building towards competitive under 19 teams capable of success at the ICC Under 19 World Cup and will ensure Ireland continues to develop First Class and International men's and women's players able to compete on the world stage.

Whilst focussed mainly on the two Northern Provincial Unions, based in Derry/Londonderry and Belfast, the nature of the role demands a national brief across both sides of the border as well as travel to the UK and overseas with under-age teams. The role is supported by Sport Northern Ireland.

The role will help feed the recruitment processes of the most talented young players from schools, clubs and Provincial Unions to the CI National age-group squads and National Academy, which provides them with the opportunity of achieving their potential.

The Coach will assist and lead on the delivery of coaching programmes for Cricket Ireland's talent development programme and will be involved in coaching some or all under-age national youth teams (Boys and girls U15, U17 and U19).

This position reports directly to the National Talent Pathway Manager based in Dublin and will have a close working relationship with the National Academy and Performance Manager. Focus areas for the role include:

- 🌐 Ireland Talent Pathway Programme (ITPP) coaching
- 🌐 Support to Regional Talent Pathway Programmes (RTPP) in northern Provinces
- 🌐 Regional and International Youth Coach support
- 🌐 Player well-being and education
- 🌐 Management of related systems and processes

KEY RESPONSIBILITIES

1. TALENT IDENTIFICATION and DEVELOPMENT

- 🌐 Planning and developing age/stage macrocycle training programmes across the ITPP
- 🌐 Encourage a culture of fun, discipline, skill, participation and independence.
- 🌐 Support the RTPP by sharing the use of the CI Talent ID tools to scout players.
- 🌐 Support the development of periodised training programmes.
- 🌐 Work in partnership with the CI High Performance and Participation departments to develop and validate cricket specific talent profiles.
- 🌐 Ensure appropriate player development practices are occurring within ITPP, that seamlessly link all levels of the pathway from clubs to RTPP and men's and women's representative teams.

2. COACHING

- 🌐 Liaise and communicate with school, club and Provincial Union coaches to ensure each player's programmes are consistent, understood and complementary.
- 🌐 Act as Head Coach to a least two ITPP teams, delivering skills programmes regionally on evenings, national weekends and school holiday camps.
- 🌐 Provide coaching support across all areas of the ITPP - male and female environments.
- 🌐 Develop strong provincial union, school and club links ensuring talented players are identified and developed.

3. TALENT SCOUTING and RECRUITMENT SYSTEM

- 🌐 Act as one of several talent scouts as part of an all-Ireland network.
- 🌐 Observe and review as many players as possible throughout the season with the Talent Pathway Coaches.

4. PLANNING and ADMINISTRATION

- Report to and attend Ireland National Youth Selection Committee meetings as and when required.
- Use the Athlete Management System (AMS) regarding Ireland National Youth Players - to measure, monitor and evaluate the development and performance of them against Individual Performance Plans; report on their progress to the various stakeholders involved.
- Build effective relationships with key external partners, including Parents, Provincial Unions, Universities, Schools and Clubs.
- Provide player recommendations and reports towards future succession planning for the National Academy Programme.
- Develop key Provincial Union Pathway Coach relationships to establish stronger links and support to the RTPP.
- Report where appropriate on targets and achievements for Sport NI reporting.
- Ensure the players, parents/guardians, coaching and support staff adhere to the CI code of conduct.
- Support the planning of match programmes across our ITPP boys' and girls' under-age teams.
- Undertake any strategic direction or initiative provided by the Talent Pathway Manager or High Performance Director

EXPERIENCE and SKILLS REQUIRED

	Essential	Desirable
Education & Professional Qualifications	<ul style="list-style-type: none"> • Hold an ECB Level 2 Coach award (or equivalent). 	<ul style="list-style-type: none"> • ECB Level 3 or 4 Coaching award or engaged on the programme within 12 months. • Played 1st class or International cricket • A Degree (or equivalent qualification) ideally in a sports related subject.
Previous Experience/ Training	<ul style="list-style-type: none"> • Experience of coaching cricket to young people – male and female, ideally in a range of environments including school, club, regional, state/province/county age groups, national youth and/or senior first class or national level. • Demonstrate successful implementation and/or management of a talent pathway programme within a County/State/Provincial cricket environment. • A successful record in performance planning and monitoring and contributing to and implementing strategic plans. • Talent Identification and development proficiency – being able to identify individual characteristics that talented player require to progress to International cricket. 	<ul style="list-style-type: none"> • To have played or have an extensive knowledge of First Class or International cricket. • Verifiable record of leading within a multi-disciplinary team in the delivery of services to performance senior or junior squad players and coaches. • Four years' full-time experience (or part-time equivalent) in line-managing staff/coaches, and a record of successfully setting and managing budgets.

Job Related Requirements	<ul style="list-style-type: none"> • Willingness to undertake extensive travel around all-Ireland, and overseas, and to work unsocial hours including evenings and weekends. • Understanding of current sports science and sports medicine practice and coaching. • Certificates of attendance on first aid, relevant good practice and child protection/safeguarding courses. • An up to date Garda/Police vetting check. • A full clean current driving licence. • Ability to work evenings and weekends as required. 	<ul style="list-style-type: none"> • Appreciation of the application of research into other Talent Pathway sports systems. • A strong network of cricket contacts in the UK and abroad. • Ability to manage and set budgets.
Inter-Personal Skills	<ul style="list-style-type: none"> • Excellent interpersonal and communication skills, both written and oral such as the ability to influence, persuade and present compelling cases for improves practices amongst stakeholders. • Excellent IT skills including the use of performance analysis systems, PowerPoint, Excel and databases. • Excellent organisational, planning and time management skills. • Demonstrable leadership and decision-making skills. • Ability to demonstrate integrity and appropriate working relationships and trust with performance athletes, parents, coaches, support staff and administrators. 	

- *The selection panel reserves the right to consider Desirable Criteria during the short-listing process should candidates remain on an equal footing using simply Essential Criteria*
- *Cricket Ireland is an equal opportunities employer*
- *The successful candidate must be eligible to work in the UK and Northern Ireland, if not will need to apply for an appropriate employment permit, which can take up to 5 months.*

WORKING RELATIONSHIPS

- Talent Pathway Manager
- National Academy & Performance Manager
- High Performance Director
- Talent Pathway Coaches
- Coach Education Manager
- Performance Operations Executive
- International Teams Operations Manager
- Sports Science & Medicine Staff
- Specialist HP Coaches
- Provincial Union pathway coaches/staff
- Schools, specialist sports colleges, colleges, universities & player parents
- Sport Northern Ireland and Institute of Sport
- National Youth Selection Committees

REMUNERATION

- ④ The package will include a competitive salary and package commensurate with qualifications, skills and experience.

PROCESS

- ④ The closing date for applications will be **MONDAY 15TH May 2023, 9am local time.**
- ④ Letters of application and full CVs should be sent by email to recruitment@cricketireland.ie and marked 'Talent Pathway Coach' and will be confidential. Please state where you saw the vacancy.
- ④ Preliminary interviews will be held as soon as practicable after the closing date.

You must be eligible to work in the UK and European Economic Area (EEA) and, if not will need to apply for an appropriate employment permit, which can take up to 5 months.