



**National Academy Manager
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 future of Irish Cricket is incredibly bright - over the last 9 years Ireland teams have punched above their weight on the world stage, defeating full members on six occasions, the women's team have qualified for the last two World Twenty20 events, and we are shortly to launch a new 5-year strategic plan aimed at developing Ireland into a major cricket nation.

This success has resulted in the rapid growth of the organisation and significant increase in turnover through partnerships with blue-chip multi-national companies, with Sports Councils on both sides of the Irish border and with the ICC.

In line with its strategic objectives, Ireland now has an opportunity to gain Test status by winning the ICC Intercontinental Cup 2015-17 and then defeating the 10th placed Test nation in a Test Challenge series. Ireland is also now one of 12-teams on the ICC ODI rankings, and will have the opportunity to play full member ODI's over the period 2016-19. Ireland is currently 11th in the ODI rankings, and the target is to reach 9th by 2018. With all these opportunities, Ireland has developed a succession plan for future Test status along with ICC global events.

Cricket Ireland is seeking a full-time **National Academy Manager**, initially on a 2-year contract, to continue to build on our talent identification and development programme, and ensure Ireland continues to develop world class players able to compete at Test level.

The position is headquartered in North Dublin, but the nature of the role demands a national brief across both sides of the border as well as significant time travelling overseas.

The National Academy Manager will manage the recruitment processes of the most talented young players from schools and clubs to the CI Shapoorji Pallonji Cricket Academy, and enrol them on a bespoke personal development programme, which provides them with the opportunity of achieving their potential. They will also oversee the management of the Emerging Players' Programme leading to the Ireland A team.

They will work in partnership with Sport Northern Ireland, Sport Ireland, and their respective Institutes of Sport, the ICC, Dublin City and Ulster Universities, and other relevant organisations, to introduce and implement policies, programmes, systems and practices that will improve the way in which young talented cricketers (both male and female) are identified, selected and developed.

They will manage and oversee Cricket Ireland's player development programme for all under-age boy's youth teams (U13 to U19) through to Ireland 'A' and the professional contracted playing staff. They will be responsible for the development and implementation of a strategy for the recruitment and development of players within these areas. The role will be supported by a full-time performance coach, based in the north and some administrative support.

Academy students will have the best possible quality cricket coaching within a structured and high quality framework; the Academy will be seen as a finishing school for our under 19 cricketers as they progress to senior Inter-Provincial and Ireland teams.

In its simplest form the CI Shapoorji Pallonji Cricket Academy is a well-structured vehicle for developing the most promising Irish Cricketers, arming them with the skill, techniques and disciplines which are key to progression towards Cricket Ireland's vision and strategy to become a Test playing nation and ICC full member.



KEY RESPONSIBILITIES

1.0 Management and Administration:

- ④ Responsible for the production of academy player contracts and their distribution.
- ④ Manage, operate and administer the National Cricket Academy and associated programmes.
- ④ Provide 6-monthly academy reports to the Performance Director.
- ④ Line-manage the Academy Performance Coach, the Coach Development Manager and all national youth coaches/managers.
- ④ Support the Performance Coach and Specialist Coaches in providing high quality coaching for the players on the Academy Programme.
- ④ With the support of the Performance Coach, manage and oversee the maintenance of coaching reports on players, profiling records, video libraries and the monitoring of player performance diaries, all with the aid of an online Athlete Management System.
- ④ Manage overseas placements and training camps to develop Academy players, and travel on such programmes as and when required.
- ④ Recruit specialist cricket coaches and support staff and monitor their work.
- ④ Promote links and develop partnerships with a range of sporting educational institutions at secondary, further and higher education.
- ④ Advertise and promote the National Academy programme and participate in joint promotions with CI, ICC and the two Sport Councils as required.
- ④ Ensure the players, parents/guardians and Academy coaching and support staff adhere to the CI code of conduct.
- ④ Attend regular meetings on the National Academy Programme with the Performance Director and Performance Coach.
- ④ Report to and attend National Selection Committee meetings as and when required by the PD/Chair of Selectors.
- ④ Liaise with sponsor Shapoorji Pallonji when required and report through quarterly Academy newsletters.
- ④ Encourage and support Academy players to undertake coaching qualifications liaising with the Coach Development Manager.

2.0 Talent Scouting and Recruitment System:

- ④ Manage a talent scout programme as part of an all-Ireland network.
- ④ Observe and review as many players as possible throughout the season with the Performance Coach.

3.0 Talent Identification and Development:

- ④ Identify and select an appropriate number of male and female players between the ages of 13 and 20 but not limited, onto the annual National Academy Programme.
- ④ Overall responsible for the development of, and adherence to, 12 month personal development programmes for all Academy players. In the case of players involved in Ireland age group squads, the Academy Manager will agree and implement the programme in conjunction with the respective National Senior or Youth under-age Coach.
- ④ Responsible for overseeing the provision of a performance lifestyle programme in order to ensure a balance between the demands of cricket, education, personal and social lives of the Academy players.
- ④ Responsible for the welfare of the Academy players.



- ④ Responsible for coordinating the playing programmes of the Academy players, and the monitoring of their workloads with support staff.
- ④ Help deliver coaching programmes to the Academy players on a local basis.
- ④ Liaise and communicate with school, club and Provincial Union coaches to ensure each player's programmes are consistent, understood and complementary.
- ④ Encourage a culture of fun, discipline, skill, participation and self-maintenance.

4.0 National Emerging Player's Programme

- ④ Lead and manage a winter coaching programme for a squad of home-based players who the national selectors identify as potential future Ireland players at National A team or senior team level.
- ④ Identify, appoint and manage with the National Head Coach, a group of coaches, specialists and sports science and medicine staff to support the development of these players as part of this programme.
- ④ With the National Head Coach, ensure all players have an Individual Performance Programme.
- ④ Ensure the Athlete Management System is used to record all programmes, coaching sessions and relevant information to each player and their programme.
- ④ Report to the National Selection Committee on these players as and when required.

5.0 Ireland Youth Under-age Programme:

- ④ Manage national youth team coaches and assistant coaches/managers (Boys U13 to U19 & Girls U17 to U19).
- ④ Implement coach roles and responsibilities.
- ④ Oversee and update national youth selection criteria and policy; act as Chair of selectors for all national youth teams.
- ④ Oversee national youth programmes, national weekends and playing programmes.

6.0 Finance:

- ④ Manage the finances of the national academy and emerging players programme, including producing purchase orders, processing and approving invoices/expense claims.
- ④ Responsibility for the setting and maintaining of the budgets for the national academy, national youth programme and emerging players programme.

EXPERIENCE and SKILLS REQUIRED

Educational and Professional Qualifications	<i>Essential</i>	<ul style="list-style-type: none"> • Hold a current ECB Level 3 Performance Coach award or equivalent. • A Degree (or equivalent qualification) ideally in a sports related subject.
	<i>Desirable</i>	<ul style="list-style-type: none"> • ECB Level 4 Coaching Certificate qualification or engaged on the programme within 12 months. • ECB (or equivalent) Tutor/Assessor



<p>Previous Experience/ Training</p>	<p><i>Essential</i></p>	<ul style="list-style-type: none"> • Significant experience (min 5 years) of teaching or 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 of a performance management youth or senior programme within a First Class County/State/Provincial cricket environment. • A successful record in high performance planning and monitoring, and contributing to and implementing strategic plans. • Four years’ full-time experience (or part-time equivalent) in line-managing staff/coaches, and a record of successfully setting and managing budgets. • Practical experience and demonstrable knowledge of the role that system development plays in Elite international performance. • A strong network of cricket contacts in the UK and abroad.
	<p><i>Desirable</i></p>	<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 high performance senior or junior squads, athletes and coaches, able bodied or those with a disability.
<p>Job Related Requirements</p>	<p><i>Essential</i></p>	<ul style="list-style-type: none"> • Knowledge and understanding of talent identification and development. • Willingness to undertake extensive travel around all-Ireland, and overseas, and to work unsocial hours including late nights 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. • A full clean current driving licence. • An up to date Garda/Police or CRB check
	<p><i>Desirable</i></p>	<ul style="list-style-type: none"> • Appreciation of the application of research into other High Performance Sports Systems.
<p>Inter-Personal Skills</p>	<p><i>Essential</i></p>	<ul style="list-style-type: none"> • Excellent interpersonal and communication skills, both written and oral. • Excellent IT skills including the use of performance analysis systems, excel and databases. • Excellent organisational, planning and time management skills. • Demonstrable leadership and decision-making skills. • Ability to demonstrate integrity and appropriate working relationships with high 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

WORKING RELATIONSHIPS

- ④ Performance Director
- ④ Academy Performance Coach
- ④ Coach Development Manager
- ④ National Senior Men's and Women's Head Coaches and Assistant Coaches
- ④ International Teams Administration Manager
- ④ Administration Assistant
- ④ Ireland National Youth Team Lead Coaches and Managers
- ④ Men's and Women's support staff: Assistant Coach/Performance Analyst; Strength and Conditioning Coach; Physiotherapist
- ④ Specialist coaches
- ④ Chairman of Selectors and national selectors
- ④ Inter-Provincial Head Coaches and selectors
- ④ Schools, specialist sports colleges, colleges and universities, and player's parents.
- ④ Sports Councils (North & Rep of Ire) and Institutes of sport
- ④ Sponsors
- ④ Cricket Committee, National Selection committees, Youth Working Group, Girls and Women's Game Development Group

REMUNERATION

- ④ The package will include a salary commensurate with qualifications, skills and experience (**band €40,000 - €46,000**), and include healthcare, a fleet vehicle, a mobile phone and laptop for business use. Complimentary gym and swimming pool membership will also be available.

PROCESS

- ④ The closing date for applications will be **April 4th 2016, 9.00am local time.**
- ④ A detailed letter of application and full CV should be sent by email to recruitment@cricketireland.ie with the subject 'National Academy Manager' and will be confidential.
- ④ Preliminary interviews will be held week beginning **April 11th 2016.**





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