



<b>JOB TITLE</b>	<b>PATHWAY PERFORMANCE COACH - BOYS</b>
<b>REPORTS TO</b>	<b>HEAD OF PERFORMANCE – Jason Harrison</b>
<b>LOCATION</b>	Hybrid/flexible not delivering coaching or at meetings
<b>CONTRACT TYPE</b>	Full-time, permanent. Includes significant weekend and evening work
<b>SALARY RANGE</b>	£26,000-£30,000 per annum



## JOB PURPOSE

**BUCKS CRICKET** is seeking to appoint a full-time Pathway Performance Coach - Boys.

**This person will develop high performance cricket in enjoyable and development-focused environments.**

**These players will represent the County, progress onto the Northants CCC Academy (our professional club partner), into Bucks Men's 1<sup>st</sup> XI and create a wider pool of quality cricketers who keep enjoying the game at a high standard in Club Cricket.**

The role holder will deliver coaching across the Boys Pathway programmes, focusing on ages U13 to U18 with Age Group Squads, on the Midweek Training Programme, our Skill Zones programme, and State School Foundation Hub.

They will report directly to Bucks Cricket's Head of Performance and will work in parallel with the Player Pathway Manager and Pathway Performance Coach – Girls.



## ABOUT BUCKS CRICKET

The purpose of Bucks Cricket is to create more, better and inclusive cricket across Buckinghamshire - one of the 20 National County Cricket Boards. In our County Pathway Programmes through to Men's and Women's 1<sup>st</sup> XIs (as well as Professional Team partners), in Clubs and Schools and community settings.

We currently have 11 full-time and 2 part-time staff, as well as utilising contract coaches, and are looking to grow the number of full-time staff that cover our wide range of initiatives to 14 for 2024.

Bucks Cricket run an extensive Boys Pathway Programme from Regional at U11 to U13, County and Development Squads at U14, extended County squad at U15, then U16 and U18 squads. This is supplemented by the Emerging Player Programme and Midweek Training Programme for selected players, optional Skill Zones sessions and State School Hub performance programmes for pathway and non-pathway players.

You can see our 2020-2024 Strategy Document [here](#) and our Player Pathway Approach document [here](#)  
Our website: <http://www.buckscricket.co.uk/>

## KEY RESPONSIBILITIES

- Enhance our culture of high performance within safe, inclusive, enjoyable, learning-focused environments
- Coach on the Bucks Cricket Player Pathway (squads and training programmes) as agreed with the Player Pathway Manager depending on best fit for skills, experience and development
- Lead the programmes for Skill Zones (winter only) and Bucks MCC Foundation Hub (State School players)
- Develop and update Individual Player Development Plans, deliver video analysis and player feedback, aligned to the Bucks Cricket Pathway Approach
- Undertake administrative work as agreed with the Head of Performance and Player Pathway Manager, which may include liaising with parents, coaches, officials, grounds and setting up camera for match-day streaming
- Work collaboratively with the Bucks Cricket staff and pathway coaches.  
Share good practice with the Club network  
Serve as a role model for the Bucks Cricket network, acting with integrity and impartiality and communicating with transparency  
Support the promotion of Player Pathway activity by providing content for social media

## PERSON SPECIFICATION:

- ECB Level 3/Advanced Coach, or Level 2/Core Coach ready to progress onto L3/Advanced
- Highly effective coach of teenage male County Pathway cricketers – understands the needs of different ages and stages of players and able to connect and communicate with them on their level
- Work weekends and evenings to deliver coaching (with time off in lieu taken during the weekdays):
  - 2-3 evenings and regular Saturday and Sunday coaching during winter term time Oct-March
  - 2-3 evenings and Sundays during Summer term time and September
  - Daytime coaching/fixtures during School Holidays and the Season
- Excellent organisation and communication skills
- A knowledge and interest in the game at all levels – school, club, county and professional cricket
- Wants to make a performance difference to young players and can build healthy and happy long term coaching relationships with young players and their parents
- Can adapt and flex to the demands of a cricket performance programme throughout winter and summer
- An enthusiasm for learning and personal growth
- Able to work (plan, organise, take meetings) independently and collaborate with the Bucks Cricket staff
- Act with integrity and impartiality at all times and has diplomatic skills to work with a wide range of stakeholders
- Hold ECB Coaching Certificate (or equivalent), DBS certificate, First Aid and Safeguarding Young Cricketers
- Ability to travel independently and use of own car

## EMPLOYER POLICIES

- 25 days annual leave per annum (includes break between Christmas and New Year's) plus Bank Holidays
- 45p per mile expenses (from nearest Bucks Cricket Club if based outside the county)
- Employer contribution 5% pension scheme
- Laptop and tablet provided
- Hybrid/flexible working – whole staff meet in-person fortnightly on Tuesdays near Aylesbury
- Option to deliver on Bucks ECB Coach Development programmes (if/when tutor qualified)

## TO APPLY

Please download and complete the separate application form and submit it to Bucks Cricket Managing Director, Rich Hudson [richard.hudson@buckscricket.co.uk](mailto:richard.hudson@buckscricket.co.uk)

The closing date is midnight on Wednesday 6<sup>th</sup> September.

Interviews will take place on the w/c 18<sup>th</sup> September.

Please note that if invited to interview, candidates will be asked to submit a short video demonstrating that they can hit (catches), stick (with a sidearm) and mitt (to bowlers).