



## 'CRICKET4LONDON' DEVELOPMENT OFFICER (Women's & Girls')



<b>CLOSING DATE:</b>	Friday 31 <sup>st</sup> March 2023, 17:00
<b>REPORTS TO:</b>	Senior Manager (Female & Disability Cricket)
<b>HOURS:</b>	Full-time with a requirement to work some evenings and weekends
<b>REMUNERATION:</b>	£25,000 to £28,000 p/a (plus travel expenses)
<b>OTHER BENEFITS:</b>	CPD opportunities including coaching accreditations; Access to 20% staff discount within the club shop*; Two passes for entry to Kent Cricket fixtures at home grounds*
<b>CONTRACT:</b>	Permanent, full-time (40 hours per week)
<b>ANNUAL LEAVE:</b>	23 days annual leave + bank holidays
<b>LOCATION:</b>	The County Ground, Beckenham in Bromley, London



### **Introduction to the role:**

Kent Cricket is looking to recruit a Cricket Development Officer to support our London boroughs and wider area, with a focus on the development of female cricket. We are looking for a positive role model, with a growth mindset and a winning mentality.

The purpose of the role is to spearhead women's & girls' cricket, as part of the newly created Pan-London initiative 'Cricket4London', which shall see the four counties of Essex, Kent, Middlesex and Surrey collaborating and recognising opportunities across networks and borders to put female cricket firmly on the map, as a major force within London.

This position will have an initial focus area of Southeast London, but will also support the development of female cricket across the whole of South London (Surrey and Kent) and will have strong ties to the South East Stars Regional Centre. The South East Stars work in partnership with Kent Cricket and Surrey County Cricket Club. Surrey act as the 'Regional Partner' and The County Ground in Beckenham (Kent Cricket) is the 'Regional Performance Centre'.

### **Equality Statement:**

We're passionate about creating an inclusive workplace that promotes and values diversity. Companies that are diverse in age, gender identity, race, sexual orientation, physical or mental ability, ethnicity, and perspective are proven to be better companies. More importantly, creating an environment where everyone, from any background, can do their best work, is the right thing to do and we therefore encourage applications from all sections of the community.

### **Safeguarding:**

Kent Cricket is committed to safeguarding- protecting children, young people and vulnerable adults. As such, all coaching posts are subject to a process of vetting with the need for up-to-date DBS checks and the seeking of references.

### **Key responsibilities:**

- Work with the London Counties, ECB, Regional Centres and other key partners, to produce and deliver a cohesive and effective participation & growth strategy and operational plan across London, with a specific focus on targeting new female cricket projects and communities
- Engage with a range of local stakeholders including schools, clubs, leagues, female cricket development groups, local authorities, youth groups etc., to drive female cricket participation
- Investigate and understand the barriers to entry for cricket for females and help design programmes that allow all people the opportunity to play the game
- Support the local girls' secondary school's network to make sure they have all the tools they need to sustainably deliver/promote cricket for girls
- Link these schools into the girls' softball/hardball cricket competition framework where necessary and support club to school links utilising the 'Proof of Concept' Funding
- Create links with the Kent/Surrey Girl Guiding contacts to scope out opportunities and establish strategic projects to grow support for the women's & girls' game
- Recognise opportunities to link community programmes into the performance pathway (including girls' club, area, county and regional cricket), acting as a talent scout where necessary
- Utilise and co-ordinate opportunities for professional player visits, to inspire and engage the female cricket network
- Work closely with the Cricket4London Development officer (Southeast London), to drive attendance at the C4L Community Hubs



- Explore opportunities for continual professional development within areas that would improve effectiveness within your role, e.g., attending Women in Cricket network meetings or coaching conferences
- Co-ordinate women's & girls' club regional playoffs or competitions between the four London Counties
- Arrange and attend quarterly meetings with the W&G's development teams at Kent and Surrey
- Explore and establish female coach development opportunities, e.g., conferences, mentoring, networking events, to benefit the two counties
- Support female cricketers in the performance pathways with their personal development, e.g., coaching qualifications or experience in the pathway
- Champion safeguarding, equality and the well-being of all children and adults at risk in all your work areas

### Skills and Experience:

#### ESSENTIAL

- An understanding of female cricket, how to engage effectively and potential barriers to participation
- Project management experience or strong understanding of project management, including design, implementation and evaluation
- Able to work effectively in several environments, both remotely/independently and as part of a team
- Able to communicate clearly and efficiently in person, over the phone and via email
- Computer literate, particularly with Microsoft programmes and web-based applications
- Committed to continued professional development and training, required for the role

#### DESIRABLE

- Level 2' or 'Core Coach' Qualified Cricket Coach (ECB, UKCC or overseas equivalent)
- Safeguarding Young Cricketers certificated, current and on-going
- Emergency First Aid certificated, current and on-going
- Experience of teaching/coaching children of all ages from 5 to 18
- Experience of working within an education or sports development environment
- Knowledge of wider W&G's cricket programmes and pathways (e.g., National Programmes, Women's Softball, Clubmark, Area Cricket, Talent Pathway etc.)

### How to apply:

To apply, please send a full CV and short accompanying statement of why you wish to apply for the role to Helen Fagg, [helen.fagg@kentcricket.co.uk](mailto:helen.fagg@kentcricket.co.uk). Please mark all correspondence "**London W&G's Development Officer Application**" by close of play **Friday 31<sup>st</sup> March 2023**. Candidates should also send names and contact details for two referees (referees will not be contacted until the role has been offered to you). Appointment will be subject to satisfactory references, relevant right to work information being provided and DBS clearance.

If you are invited to interview and have any information to disclose, please provide this under separate, confidential cover, to our HR Manager, [omolola.oshinlaja@kentcricket.co.uk](mailto:omolola.oshinlaja@kentcricket.co.uk). If you wish to discuss your criminal record, or whether you need to disclose something, please contact Bridget Owen, County Safeguarding Officer [bridget.owen@kentcricket.co.uk](mailto:bridget.owen@kentcricket.co.uk). Having a criminal record will not necessarily prevent you from working with us; this will depend on the nature and circumstances of the offence. We undertake to discuss your criminal record with you before any withdrawal of a job offer. Kent Cricket complies with the DBS Code of Practice and a copy is available on request.