

KENT COUNTY CRICKET LIMITED

RECRUITMENT PACK DIRECTOR OF CRICKET



JULY 2023

TOGETHER, WE ARE KENT



JOB DESCRIPTION: DIRECTOR OF CRICKET

Job Title:	Director of Cricket
Reporting to:	Chief Executive on an operational and day-to-day basis Elite Cricket Steering Group on all cricket strategy matters
Responsible for:	Men's professional cricket squad Professional coaching staff including the Head Coach, the Assistant and Specialist Coaches, and the Second Eleven Coach Head of Boys' Talent Pathway Women and Girls' Performance Manager Director of Sports Science & Medicine Data Analyst(s) Cricket Operations Executive/Manager Head Grounds Manager
Location:	Kent Cricket, The Spitfire Ground, St Lawrence, Old Dover Road, Canterbury, Kent CT13NZ

Background:

Kent Cricket is one of only 18 first class county cricket clubs in England and Wales. From our headquarters at The Spitfire Ground, St Lawrence in Canterbury, and with a satellite ground at The County Ground, Beckenham, we are responsible for the growth and development of all cricket across Kent and our four London Boroughs of Bexley, Bromley, Greenwich and Lewisham - from community and schools' cricket to the professional game.

Equality Statement:

Kent Cricket recognises the positive value of diversity, promotes equality and challenges discrimination. We welcome and encourage job applications from people of all backgrounds.

Summary of the Role:

We are seeking a Director of Cricket to lead the development and implementation of a performance cricket strategy to achieve sustainable success in all formats of the game and lead Kent Cricket's Performance Cricket department.

This role is part of Kent Cricket's senior executive Leadership Team (LST). As such, as well as leading on all cricket matters, the Director of Cricket will play a key role in the evolution of our organisational culture.

As a member of England & Wales Cricket Board (ECB), the Director of Cricket will also be a member of the Director of Cricket group consisting of ECB and First-Class Counties (FCCs) Directors of Cricket.



Principal Duties and Responsibilities:

1. Leadership and Strategy
 - Overall responsibility for all Performance Cricket at Kent Cricket.
 - Lead the Professional Cricket operation, with the input of others, in setting the cricket strategy and establishing the values and standards the Club requires to deliver success on the field.
 - Manage an agreed budget to develop the best playing squad, coaching team and support staff within the agreed cricket budget.
 - Overall responsibility for the Talent Pathway working with the Head of Boys' Talent Pathway and Women and Girls' Performance Manager.
 - Maintaining and driving an inclusive dressing room culture
 - Play a leading role in the Executive Leadership team to help ensure that all aspects of the club are aligned and that the club maximises its human and financial resources.
2. Professional Cricket Management
 - Lead the identification and recruitment of domestic players for the three horizons of today, the next three years and longer term.
 - Lead the identification and recruitment of overseas players.
 - Negotiate contracts with players and their agents. Be responsible for contract offers, renewals and administration within the playing budget and in compliance with ECB/PCA agreements and employment law.
 - Appoint the Head Coach and work with that person to appoint assistant and specialist coaches. Negotiate and administer coaches' contracts within the coaching budget.
 - Appoint the best available Data Analyst(s) to support recruitment, strategy and match-day preparations.
3. Talent Development Pathway (Boys')
 - Line manage the Boys' Head of Talent Pathway.
 - Support the Boy's HoTP in the development of Talent Development Pathway strategy and the delivery of a CPA compliant pathway.
4. Talent Development Pathway (Girls')
 - Line manage the Kent Cricket Women and Girls' Performance Manager.
 - Support the W&Gs' HoTP in the development of W&Gs' Talent Development Pathway strategy and the delivery of a CPA compliant pathway which feeds into Women's Regional South East Stars.
 - Participate in the Women's Regional South East Stars Advisory Group.
5. Sports Science and Medicine
 - Work with the Director of SS&M to ensure the Club provides the best support team available and is compliant with the ECB SS&M audit.
 - The team currently comprises:
 - Lead Physio and 2nd X1 Physio.
 - Lead Strength & Conditioning Coach and Academy/Pathway S&C.
 - Lead Sports Psychologist and Academy/Pathway Sports Psychologist.
6. Cricket Operations
 - Work with and manage the Senior Cricket Operations Executive/Manager to ensure the efficient running of all cricket operations within the agreed cricket operations budget.
 - Ensure ECB and CPA regulatory compliance.



- Overarching responsibility to ensure Health & Safety and Risk management processes are in place and being operated.
7. Grounds' Manager
 - Lead and manage the Grounds' Manager and the ground management team to ensure that Kent prepare good cricket pitches.
 - Ensure the Grounds' Management team are valued and supported both from a welfare and budgetary perspective.
 8. Oval Invincibles – The Hundred
 - Participate and attend the Oval Invincibles Board meetings in an advisory capacity.
 9. Stakeholder Management
 - Attend the bi-monthly Board of Directors' meeting and write a written report on all cricket matters.
 - Attend the Elite Cricket Steering Group.
 - Attend the weekly Executive Leadership Team meetings.
 - Liaise with ECB and other FCC's as well as relevant external agencies including PCA to represent Kent Cricket.
 - Work with Club Partners to promote Kent Cricket.
 - Communicate with the media in accordance with Kent Cricket and ECB policies.
 - Be an Ambassador for the Club at all times.
 - Actively support Player appearances and support as Ambassadors for the Club.

Personal Specifications, Skills and Experience:

- Experience in high performance management in professional sport/cricket
- Strong leadership and management skills
- Ability to develop and implement a compelling vision and strategy.
- Experience of taking responsibility for and managing significant budgets.
- Ability to lead and build trust with highly motivated professional athletes and SS&M practitioners.
- A wide understanding of the professional cricket landscape.
- Committed to reinforcing our culture of inclusivity.
- Excellent communication and listening skills.
- Sound knowledge of Microsoft Office applications.
- A full driving license.

Hours, benefits and salary:

- Based on 37.5 hours per week, you will be expected to work such hours as are necessary for the full and proper exercise of your duties including weekends, Bank Holidays and at such other times as the Club may reasonably require.
- 30 days holiday.
- Access to Employment Assistance Programme.
- Non-contributory 8% pension.
- Free on-site parking.
- Staff discount in Club shop and Oriole at Lime Tree Café.
- Complementary Staff match day passes.
- Life Assurance.
- Competitive salary commensurate with the role.

**To Apply:**

Applications should be made by emailing your CV and a covering letter (maximum 150 words) to: jobs@kentcricket.co.uk

Closing date for applications: 1700hrs on Friday 28 July 2023

Shortlisted candidates will be invited to interview to take place w/c Monday 8 August 2023.

Please note that due to the volume of applications the Club receives, we are unable to provide specific feedback on unsuccessful applications.

Codes of Practice & Disclosure:

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

Kent Cricket is committed to safeguarding children, young people and adults and expects our employees to share this commitment. This role will be subject to an Enhanced DBS Disclosure.

Kent Cricket complies with the Rehabilitation of Offenders policy. 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 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.



WWW.KENTCRICKET.CO.UK

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