



REGIONAL TALENT MANAGER - THUNDER SALARY COMMENSURATE WITH EXPERIENCE FULL-TIME IMMEDIATE START

Are you a cricket coach with the passion to positively influence the playing and coaching of Women & Girl's across the pathway age group and Thunder Academy in the North-West region? If so, we want to hear from you as you could be our next Regional Talent Manager!

The role of Regional Talent Manager forms part of a dynamic, forward-thinking multi-disciplinary regional team. Working closely with the Senior Regional Talent Manager, this role will be responsible for assisting the Thunder Academy players as well as supporting and influencing county age group pathway coaches, players and parents across Lancashire, Cheshire and Cumbria. You will ensure that everything is aligned, that a positive player experience is always of high importance, that the best opportunities are available to help players fulfil their potential and that high performing cricketers are identified and developed as part of the Transforming Women & Girls Strategy.

The role will integrate with other coaches in the pathway and work collaboratively with the Sports Science and Medicine team. A key aspect of the role will be identifying talent through a scouting process, utilising data available to inform selections and support networks.

It's a fantastic time to be involved in the Women's and girls' game as it is being transformed as part of an exciting strategy to inspire generations and improve lives by connecting communities through cricket, ensuring cricket is a game for all.

Why join us? The North West already has a strong pathway and a great reputation for developing talent in the Women & Girls cricket, with the three counties of Lancashire, Cheshire and Cumbria committed to the Women and Girl's game and a number of players transitioning to England programmes, including current England Internationals Sophie Ecclestone and Kate Cross. This role will continue this journey in line with coaching principles laid out through the Thunder Profiles and will be supported by significant investment from the ECB from grassroots through to the elite end of the game.

Key Responsibilities

- Influencing and supporting counties to develop players through programmes that are aligned to the ECB Talent Development Framework to provide a joined up, game wide approach to talent development
- Supporting counties in the region to ensure the effective management of talented players
- Supporting the SRTM as an assistant coach on the Regional Academy programme
- Understanding, and being able to communicate, the talent identification and recruitment strategy for the region which aims to ensure programmes are accessible, broadens the player pool and drives diversity and inclusion
- Supporting counties with the development of individualised player development plans (IDPs)
- Working with the SRTM and counties to ensure that match play and competition opportunities support talent development effectively for the Region
- Taking on a scouting role as part of the Thunder talent identification & recruitment strategy

Essential Requirements

To be considered for this role you will need to have:

- Qualifications to at least ECB Level 2 (Foundation II), with the ability to achieve ECB Level 3 (Advanced) within 12 months of appointment



- Excellent communication, interpersonal and influencing skills
- An interest in the areas of talent development and talent identification
- Experience of developing IDPs
- An appetite for continuous learning and development
- High levels of energy and enthusiasm
- The ability to use initiative working as part of a team or independently as required
- Excellent IT skills with the competent ability using Microsoft Office programmes
- A full UK Driving Licence and ability to travel independently to various venues across the region
- Disclosure and Barring Service (DBS) and Safeguarding Children certification – a DBS disclosure is an impartial and confidential document that details an individual's criminal record and where appropriate gives details of those who are barred from working with children

What you can expect

- A competitive salary commensurate with experience
- Basic contributory pension scheme with option to join enhanced pension scheme, including life assurance, after 3 months service
- Optional health cash plan scheme
- 2 x standard Lancashire Cricket season memberships
- Discounts at the club store, indoor cricket centre, hotel, Caffè Nero and with the club's partners
- Holiday allowance increasing with service
- Fitness classes, table tennis club and yoga
- Social events throughout the year
- Free parking

How to Apply

If you have the relevant skills and experience and wish to apply for this role please send your CV with current salary details to careers@lancashirecricket.co.uk. Closing date for applications is Friday 3rd December 2021.

Lancashire Cricket's ambition is to work towards promoting a more inclusive environment, which attracts all candidates and signals our commitment to celebrate and promote diversity.