



Candidate Brief

Brief for the position of:

Director of Cricket

October 2018

Contents

Job Summary.....	2
Organisation Chart.....	2
Key Responsibilities.....	3
Nature & Scope of Job.....	4
Knowledge, Skills and Experience.....	5
Personal Attributes.....	6
How to Apply.....	6

Job Description

Position: Director of Cricket

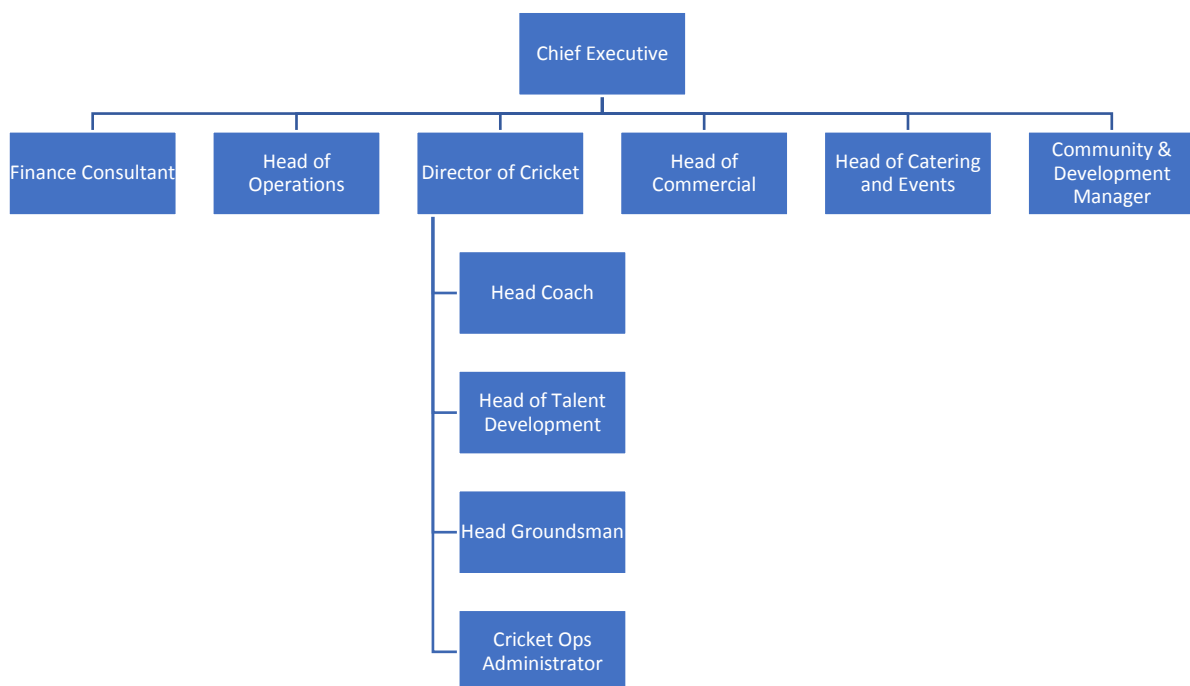
Department: Cricket

Accountable to: Chief Executive

1. Job Summary

The Director of Cricket is accountable to the Chief Executive for the performances of Glamorgan Teams and players through managing the processes and people within the cricket department. The post-holder defines policy, strategy and programmes of 'best practice' throughout all aspects of the Glamorgan cricket pathway.

2. Organisation Chart



3. Key Responsibilities

Glamorgan CCC

- To prepare and direct the implementation of a strategy which seeks to create 'best practice' in all aspects of Glamorgan cricket management in order to achieve sustainable success in each format of the game.
- To be accountable for the recruitment, management and interaction of senior personnel within the Glamorgan cricket department, and maintain a succession plan for all these key positions. Of particular importance is the line management of the Head Coach and the monitoring of Glamorgan Team management ensuring that the Head Coach and Glamorgan Captain(s) are providing effective leadership to the Team.
- To be accountable for the recruitment and performance management of players on the Glamorgan professional playing staff.
- To work in conjunction with the Glamorgan Head Coach and Captain in order to create an environment in which players are empowered to prepare and perform to the highest standards of professional cricket on and off the field.
- To consider requests from Glamorgan players to accept invitations to play in any cricketing engagement other than with the Glamorgan Team and ensure appropriate documentation is in place.
- To receive recommendations from the Head Coach for the appointment of Glamorgan Captain(s) for Board approval.
- To be responsible for managing the relationship with the Professional Cricketers Association (PCA) and Player Agents, including negotiations in relation to employment Contracts.
- To lead the establishment and monitoring of individual development plans for every player on the professional playing staff
- To be responsible for liaising with ECB and other stakeholders in confirming the annual domestic fixture programmes and venues for Glamorgan home matches in conjunction with the head of operations.
- To be accountable for the operations of Glamorgan Teams including, but not limited to, transport, travel and accommodation of Glamorgan Teams and the registration of players.
- To establish and maintain professional development programmes for all coaches working within the within the Glamorgan pathway programme.
- To develop and implement a science and medicine programme which optimises Glamorgan's best players' availability and performance.

- To provide leadership and direction to the head groundsman for the preparation of practice and match surfaces for home venues hosting Glamorgan matches.
- To support the Glamorgan commercial department in delivering sponsorship obligations and building strong relationships with all our commercial partners and other stakeholders in the community.
- To be accountable for the preparation and management of the cricket department budgets.
- To be accountable for the communication of Glamorgan policies and strategic direction to key stakeholders in the game in Wales.
- To provide leadership and direction to the Glamorgan Academy and pathway programmes in order for the next generations of players to consistently deliver successful performances in a winning Glamorgan Team.
- To fulfil cricket operations obligations for hosting international cricket including liaison with ECB for pitch preparation and the provision of net bowlers.
- To attend weekly senior management team meetings and submit reports on activities related to the cricket department to each meeting of the Glamorgan Board.
- To promote the interests of, and assist in, creating a positive image for the Glamorgan Cricket Team in striving to make Wales proud of our performances both on and off the field.
- To prepare media releases on cricket related issues in conjunction with the Media and Marketing Manager and deliver media interviews on strategic cricket issues

4. Nature and Scope of Job

A. Job Context:

Our vision is for cricket to ‘capture the imagination of Wales’ and our mission is to ‘engage people, inspire fans and create successful Glamorgan Teams’.

The Director of Cricket is accountable for the performances of the Glamorgan Team through managing the processes and people within the cricket department. The post-holder defines policy, strategy and programmes of ‘best practice’ throughout all aspects of the Glamorgan cricket pathway.

B. Working Relationships:

- Board
- Chief Executive
- Head Coach
- Glamorgan Team Management, Coaching Staff & Groundsmen
- Glamorgan Captain and Players
- Glamorgan Development Programme Players and Management and Cricket Wales
- Glamorgan Staff including; Commercial, Operations and Finance
- Medical: Physiotherapist, S&C Coach, Medical Officer
- Media
- Commercial, Community & CSR partners
- First Class Umpires and Cricket Liaison Officers
- Premier Leagues

5. Knowledge, Skills and Experience

Essential:

- Exceptional strategic planning, coordination and organisational skills
- Demonstrable success as a leader in professional sport
- Minimum of 5 years' experience within professional sport
- Ability to motivate and influence professional cricketers, coaches and teams
- Self-motivated with the ability to work independently or as part of a team
- Strong disciplinary skills

Desirable:

- ECB Level 3 Coaching Qualification
- Minimum of 2 years' experience of leading a high-performance programme in professional sport
- First Class playing experience
- Sports Science and Medicine professional qualification
- Self-contained operator with good computer/IT literacy

This job description is only a summary of the role as it currently exists and is not exhaustive or comprehensive. The responsibilities and accountabilities might differ from those outlined and other duties, as assigned, might be part of the job.

6. Personal Attributes

The successful candidate will need to be a highly credible, determined clear thinking and articulate individual with:

- High standards of personal and professional integrity
- Huge levels of energy and enthusiasm
- Openness and resilience
- Honesty, tact and a strong will to succeed
- An appetite to constantly seek improvement in all aspects of their work
- Excellent interpersonal, written, and verbal communication and influencing skills
- Resilience and energy to operate in a challenging and high-profile working environment

This job description is only a summary of the role as it currently exists and is not exhaustive or comprehensive. The responsibilities and accountabilities might differ from those outlined and other duties, as assigned, might be part of the job.

How to Apply

Glamorgan CCC is an equal opportunities employer and would welcome applicants from a full diverse range of candidates, regardless of age, gender, ethnicity, sexual orientation, faith or disability.

To apply candidates should send the following:

- Letter of application
- Up to date curriculum vitae
- Details of current remuneration
- Names and contact details for 3 referees

Application should be submitted to:

Matthew Thomas, Glamorgan CCC, Sophia Gardens, Cardiff, CF11 9XR, Telephone; 02920 419 339, Email; matthew.thomas@glamorgancricket.co.uk

The closing date for receipt of applications is 5pm on Wednesday 21st November and interviews will take place w/b Monday 3rd December.