



Job Advertisement:

Warriors Head Coach and Performance Pathway Manager

Position Overview

This management role will have overall responsibility for the North West Warriors, performance programmes and talent pathway (representative youth squads) within the North West Cricket Union. This key strategic position will help increase the number and quality of our player pool to ensure a pathway from NWCU clubs into the various Warriors and Cricket Ireland teams. They will help to ensure a high-performance culture within squads and deliver a successful regional performance hub for NWCU and Cricket Ireland.

The successful candidate, as Head Coach, will have responsibility for the coaching and development of players in the North West Warriors and Emerging Warriors men's squad. The role will also encompass the planning and management of the regional development programme for our talent pathway representative teams (boys and girls) and the women's performance programme.

Specific Responsibilities

Warriors Head Coach

- Head Coach of the North West Warriors and Emerging Warriors (men's)
- Embed a high-performance cricket culture reflecting the standards required to achieve the targets as set by the NWCU and Cricket Ireland.
- Managing, in collaboration with Cricket Ireland, all players support services (S&C, physio etc)
- Manage the performance programme to ensure the following tasks are completed:
 - An individualised Player Development Programme that is leading edge.
 - Develop and keep up-to-date Athlete Management Systems
- Work in partnership with Cricket Ireland to aid delivery of Senior Coaching Programmes.
- Actively report on all nationally contracted players within the Union as per requirements of Cricket Ireland.
- Ensure a consistent approach to the development of senior CI players by closely liaising with the Ireland Men's Head Coach and national team support staff.
- Advise on team strategy in close collaboration with the Warriors Captain.
- Participate as a member of the NWCU Selection Committee and any other committees as requested by NWCU
- Participate as a member of the CI Men's National Selection Committee.
- Report, as requested, to CI Performance Director, Men's Head Coach and Chair of National Selectors.
- Attend meetings of the National and Provincial Head Coaches

Performance Pathway Manager

- Develop and deliver the 'Warriors Way' Performance strategy for the NWCU from talent development through to senior club cricket and senior representative teams.
- Planning and management of the Warriors talent development programmes (boys and girls) and Warriors Women's squads.
- Identify and recruit coaches and support staff, with the capability to deliver targets as set by the NWCU and Cricket Ireland.
- Develop and manage a Mentoring Programme for talented players.
- Develop and manage appropriate Development, Mentoring and Appraisal systems for Provincial Coaches
- Connect development plans to succession opportunities and needs within the regional and national performance system.
- Actively communicate with all contracted /identified PU players and emerging players.

Relationship Development

- Develop a close working relationships with NWCU regional coaches and fellow NWCU staff
- Establish an effective working relationship with CI Performance Support staff, CI Senior Coaches, National Academy staff and National Selectors
- Foster positive relationships with NWCU clubs, coaches and players
- Ensure regular communication with coaches, selectors and players.

Experience Required

Essential

- Coaching experience at an elite or first-class level
- Track record of leadership success at first-class level achieved over an extended period.
- Accredited ECB Level 3 Performance Coach (or equivalent)
- Successful record in high performance planning and monitoring, including player development plans and programmes in elite environments.
- UK/International Driving License
- Must be legally entitled to work in the UK and Republic of Ireland

Desirable

- International coaching experience
- International playing experience
- Track record at international level achieved
- A Degree (or equivalent) in sport, sports science or coaching

The selection panel reserves the right to consider Desirable Criteria during the short-listing process should candidates remain on an equal footing using simply Essential Criteria

Skills Required

- Qualifications to generate, direct and manage the implementation of cutting edge coaching solutions and programmes
- Demonstrate leadership to create a successful talent pathway for players
- Able to communicate effectively with players and coaches
- Understanding long term player (athlete) development and related models
- Able to prepare training programmes to meet the needs of each player
- Able to evaluate the players tactical and competition performance
- Has the functional and technical knowledge and skills to do the job at a high level of accomplishment
- Strong technical knowledge of all facets of the game of cricket
- Competent in the use of current Microsoft Office Suite products particularly Outlook, Word, Excel and PowerPoint, and associated video capture/analysis software.

Desirable Attributes

- Driven to achieve results (competitive, will to win)
- Selfless – puts the team first – is not driven by ego
- Passion (enthusiastic and energetic)
- Positive under pressure (confident, optimistic, and stable)
- Attention to detail (diligent and precise approach to improving performance)
- Able to give constructive and “tough” feedback individually and collectively – challenging, positive and supportive
- Outstanding communicator
- High speed learning (identifies new areas for learning, taking advantage of learning opportunities, using newly gained knowledge on the job)
- Must be able to travel and balance work/life priorities
- A flexible attitude to working, willing to work evenings and weekends, understands cricket is a seasonal sport

Working Relationships

- NWCU Regional coaches
- NWCU General Manager and staff
- NWCU Clubs and players
- National Men’s Head Coach
- National High Performance Director
- National Academy Manager
- National Talent Pathway Manager
- National Women’s Head Coach
- National Youth Head Coaches
- CI Performance Support Staff
- Chairman of Selectors and National Selectors
- Fellow Inter-Provincial Head Coaches

Remuneration

The package will include a competitive salary commensurate with qualifications and experience, and include laptop, mobile phone and travel expenses.

Contract

Initially on a 2-year fixed term contract, the position reports into the NWCU General Manager and is based in the NWCU Offices, Bready CC, Magheramason.

To Apply

The closing date for applications will be Wednesday 16th March. A full CV and detailed covering letter should be sent by email to peter.mccartney@northwestcricket.com with the subject title 'Warriors Head Coach' and will be confidential. Interviews will be held, online, on week starting 21th March.

Equal Opportunities Employer

The NWCU is an equal opportunities employer and welcomes applications from all sections of the community.