



Cricket Ireland Active Communities Cricket Coach

Fixed Term Contract

(until 31st March 2016 with possibility of extension subject to funding)

Candidate Brief

BACKGROUND

Cricket Ireland is the governing body for the game at both performance and participation levels throughout Ireland, representing the interests of both the men's and women's game. The future of Irish Cricket is incredibly bright following the performance of the men's senior team in the past seven ICC World Cup events and significant improvement of the women's senior team, having qualified for the 2014 World Twenty20 for the first time.

This success has resulted in the rapid growth of the organisation and significant increase in turnover, particularly commercially, through partnerships with blue-chip multi-nationals and support from the two Sports Councils and ICC. Cricket is one of the fastest-growing sports in Ireland, and the successes mentioned above have seen interest and engagement in the sport reaching heights that have not been experienced previously.

Cricket Ireland is an ambitious, visionary and driven organisation and, wanting to build on the successes outlined here, released the Strategic Plan 'Driving forward, generating pace' to much acclaim in 2012. Here, a roadmap for the future of the sport in Ireland was laid out – involving all environments from grass roots to high performance – underpinned by the desire to be playing Test cricket by the year 2020.

To replace the current and successful post holder, Cricket Ireland is seeking a part-time (*21 hours per week*) Active Communities Cricket Coach whose delivery will be based in the Antrim and Newtownabbey Council Consortia area. 'Active Communities' is a Sport Northern Ireland National Lottery Funded initiative that aims to increase participation in sport and physical recreation in Northern Ireland, especially among underrepresented groups.

Since 2009 Sport Northern Ireland has invested £13.1m to the employment of 116 Active Communities coaches and their deployment throughout all 26 district council areas of Northern Ireland, with a responsibility to provide quality and accessible opportunities for participation in a diverse range of sports and activities. Each week, Active Communities coaches deliver over 1,200 coaching sessions in a variety of settings including schools, sports clubs and community settings (e.g. Leisure Centres, Community Centres, Youth Clubs and Residential Homes).

The post holder will be based at the Cricket Ireland offices at Stormont in Belfast and will also have hot-desking facilities at Antrim Civic Centre and Mossley Mill, headquarters of Newtownabbey Borough Council.

The successful candidate will report into the National Development Manager and have a linked association to the Regional Development Officer in the Northern Cricket Union. They will also work closely with the Cricket Ireland Development Team.

The Development arm of Cricket Ireland's Cricket Department has experienced genuine success over the last five years. Particular highlights include winning the ICC Europe and ICC Global Development Awards in 2012, the ICC Europe Award for Women's Participation in 2013 as well as substantial increases in Participation figures. These sit alongside more unheralded but no less significant improvements, such as the growth of Coach Education, Girls and Women's cricket and Club Accreditation.

This post is available for an immediate start following a successful recruitment process.

The closing date for applications is **4pm on MONDAY 17th AUGUST 2015.**

This post is supported by



Cricket Ireland is an Equal Opportunities Employer

JOB DESCRIPTION

I. PURPOSE OF THE JOB:

The Active Communities Cricket Coach will be responsible for the delivery of an integrated and Consortia wide programme of cricket aimed at increasing the number of people taking part in sport and physical activity in the Antrim and Newtownabbey areas, particularly under represented groups such as females, people with disabilities and older people.

2. SPECIFIC RESPONSIBILITIES:

- 🌍 Deliver a range of 'have a go' coaching sessions to schools, targeting children who do not currently take part in the sport
- 🌍 Deliver a series of after school programmes in liaison with local clubs and establish pathways for continued participation
- 🌍 Deliver cricket coaching camps during vacation periods at agreed venues throughout the Consortium area, in liaison with overall Cricket Ireland programmes
- 🌍 Deliver cricket coaching sessions specifically targeted at females and linked to continued participation at club level
- 🌍 Liaise with Disability Sport Northern Ireland and local groups to deliver an appropriate programme of cricket activities that specifically target participants with a disability
- 🌍 Liaise with Age Concern Northern Ireland and local community groups to deliver a cricket programme that specifically targets older participants
- 🌍 Implement appropriate Health and Safety policies and procedures in order to ensure a safe, effective and friendly environment at all sessions
- 🌍 Promote and increase awareness of both Cricket Ireland's and the Consortium's work and the community benefits gained
- 🌍 Ensure the implementation of effective monitoring and evaluation systems for the Active Communities programme
- 🌍 Liaise with relevant staff and volunteers to agree facility availability and access for the delivery of all sessions
- 🌍 Manage the equipment inventory purchased for the delivery of all coaching sessions

- 🌐 Liaise with other consortium appointments to plan and organise an annual 'Active Communities' event to complement delivery across both council areas

3. GENERAL RESPONSIBILITIES:

- 🌐 Develop and maintain high quality, friendly, efficient and effective systems to ensure the smooth running of this project
- 🌐 Identify and implement opportunities for the development of this project that arise from national and regional initiatives in sport and physical activity related fields
- 🌐 Actively promote and contribute to the strategic and operational work of Cricket Ireland and in particular the Development Team, its programmes and events
- 🌐 Keep abreast of current and emerging trends and developments within the sector
- 🌐 Provide concise progress reports relating to agreed work programming schedules
- 🌐 Represent Cricket Ireland and the Consortium at events or conferences as required
- 🌐 Respond to general enquiries and deal efficiently with the administration requirements of the post
- 🌐 Commit to the Cricket Ireland Appraisal process and continual professional development programme in order to provide an appropriate level of professionalism and support to all programmes and stakeholders
- 🌐 Carry out any other duties that, from time to time, may reasonably be required by your Line Manager

This job description is not to be regarded as exclusive or exhaustive. It is intended as an outline indication of relevant roles and responsibilities and is subject to amendment in light of the changing needs of the organisations involved in this programme.

4. WORKING RELATIONSHIPS:

- ④ Performance Director
- ④ National Development Manager
- ④ Regional Development Officer for the Northern Cricket Union
- ④ Coach Development Manager
- ④ Finance and Administration Officer
- ④ Antrim and Newtownabbey Council Consortia
- ④ Northern Cricket Union
- ④ Cricket Clubs
- ④ Schools, Colleges and Universities
- ④ Community and Voluntary Organisations
- ④ Health Organisations
- ④ Other Sports Governing Bodies
- ④ Other Sports Clubs
- ④ Disability Sport Northern Ireland
- ④ Sport Northern Ireland

5. REMUNERATION:

- ④ £14,670

PERSONNEL SPECIFICATION:

I. QUALIFICATION AND ATTAINMENTS

Essential Criteria

- 1.1 Hold a minimum of 5 GCSE's (or equivalent) passes, including English and Mathematics
- 1.2 * Hold a Cricket Coaching Qualification that is at least UKCC Level One standard or equivalent

Desirable Criteria

- 1.2 A degree or equivalent qualification, which can be proven relevant to the post
- 1.3 Hold a current Cricket Coaching Qualification that is at least UKCC Level Two standard or equivalent
- 1.4 Hold certificates of attendance at First Aid and Child Protection/Safeguarding courses

2. RELEVANT EXPERIENCE

Essential Criteria

- 2.1 * A minimum of 2 years sports coaching experience in the last 5 years in a paid or voluntary capacity, ideally in a range of environments including schools/clubs/youth clubs/community settings
- 2.2 * Experience of organising and leading coaching sessions
- 2.3 * Experience of using a flexible and creative approach to coaching to engage groups not traditionally involved in cricket
- 2.4 Experience of monitoring and evaluating the impact of sessions and programmes
- 2.5 Demonstrable experience of developing and delivering plans that provide progressive coaching opportunities
- 2.6 Demonstrable experience of forming partnership with key stakeholders

Desirable Criteria

- 2.8 Demonstrable experience of mentoring and/or supervising volunteers and/or assistant coaches
- 2.9 Demonstrable experience of using computers in the collating and delivering of monitoring, evaluating, record keeping and reporting information

- 2.10 Demonstrable financial management experience including the development and administration of budgets
- 2.11 Demonstrable experience of identifying and disseminating good practice in sports development

3. KNOWLEDGE AND UNDERSTANDING

Essential Criteria

- 3.1 * Understanding the needs of target groups including females, people with a disability and older people
- 3.2 Knowledge of cricket and cricket structures in Ireland and beyond
- 3.3 Ability to evaluate sessions and provide quality feedback to participants and volunteers
- 3.4 Sound understanding of Child Protection and Health & Safety principles, policies and procedures

Desirable Criteria

- 3.4 Understanding of player pathways
- 3.5 Understanding of school/club links and the education sector
- 3.6 Awareness of sporting provision and priorities within the local area
- 3.7 Knowledge and understanding of the issues and challenges within sports clubs
- 3.8 Knowledge of Sports Development including club and coach development

4. SKILLS AND APTITUDES

Essential Criteria

- 4.1 * Competent in the use of Microsoft Office including Outlook, Word, Excel and PowerPoint
- 4.2 * Excellent organisational, planning and delivery skills
- 4.3 Excellent time management skills, ability to prioritise, work under pressure, make decisions within policy and meet tight deadlines
- 4.4 Self-motivated and positive with the ability to effectively manage, engage and enthuse a wide range of individuals

- 4.5 Excellent interpersonal, communication and presentation skills – written and oral – and ability to work independently as well as part of a team
- 4.6 Reliable, dependable, trustworthy, enthusiastic and well presented

Desirable Criteria




- 4.7 Ability to motivate enthusiasm amongst coaches and volunteers

5. CIRCUMSTANCES

Essential Criteria

- 5.1 * Must be able to work flexible hours, some of which may be in the evenings, at the weekend or at short notice
- 5.2 * Access to a form of transport that will permit the post holder to meet the requirements of the post

Note to Applicants:

-  * Only those applicants who clearly demonstrate relevant achievement, experience, knowledge and understanding of these Essential Criteria will go forward to the next stage in the recruitment and selection process
-  The selection panel reserves the right to consider Desirable Criteria during the short-listing process should candidates remain on an equal footing following the application of the Essential Criteria
-  All offers of employment are subject to receipt of satisfactory Access NI checks