



Job Title: Regional Talent Manager (0.5FTE) x 2

Reports to: Senior Regional Talent Manager

Location: West Midlands (extensive travel will be required)

Term: 31st January 2023

Salary: £26,000 per annum (pro rata)

Benefits: 23 days holiday pro rata, pension, laptop, mobile phone allowance

Overview

Central Sparks are the professional women's cricket team playing in both the Rachel Heyhoe Flint Trophy and Charlotte Edwards Cup competitions, representing the West Midlands region. Central Sparks are seeking applications for two Regional Talent Managers to connect County Age Group coaches, players, and programmes to the Women's Regional Structure within the West Midlands ensuring there is a clear alignment between County, Regional and England Women's Cricket Pathway programmes.

Purpose of the Job:

The Regional Talent Managers (RTM) will work across Herefordshire, Shropshire, Staffordshire, Warwickshire and Worcestershire (split of counties TBC) in conjunction with their Senior Regional Talent Manager (SRTM), focusing on developing effective relationships with Counties' Women's & Girls' pathways within the region. The RTMs will connect County Age Group coaches, players, and programmes to the new elite domestic structure within the West Midlands Region ensuring there is a clear alignment between County, Regional and England Women's Cricket Pathway programmes.

We are seeking two individuals with a passion for talent development who can add value to multiple environments and have a positive impact on those around them. This role will suit those with an interest in creating and supporting positive learning environments for young players and aspiring coaches; the ability to influence, communicate effectively, work independently and as part of a team with a passion for continuous learning are priorities for the role.

Reporting to the Senior Regional Talent Manager, the role will require extensive travel throughout the region as well as requiring extended hours, inclusive of weekends and bank holidays.

Principle Responsibilities

- Influence and support 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
- Support Counties in the region to ensure the effective management of talented players who are identified as having the potential to progress on to the Central Sparks Academy to provide a collaborative and individualised approach to their programme delivery
- Support the SRTM as an assistant coach on the Regional Academy programme
- Understand, and be 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
- Support Counties with the development of individualised player development plans (IDPs)
- Work with the SRTM and Counties to ensure that match play and competition opportunities support talent development effectively for the Region
- Take on a scouting role as part of the Central Sparks talent identification & recruitment strategy
- Keep up to date with best practice and expertise across the fields of talent development and attend ECB CPD events and meetings to support the drive for a world leading player pathway

Working Relationships:

- County Pathway Leads
- County Age Group Coaches
- Senior Regional Talent Manager
- Regional Director of Women's Cricket
- ECB National Talent Manager
- Regional Head Coach
- Regional Science & Medicine staff
- County Participation & Growth colleagues

The Person

The successful candidate will have the following experience / skills / qualities:

Essential:

- Qualified 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
- Interest in the areas of talent development and talent identification
- Experience of developing Individual Player Development Plans (IDP's)
- 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
- Innovative and creative
- Excellent IT skills with competent ability using Microsoft Office programmes
- 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

Desirable:

- A degree in Sports Science, Coaching or a relevant field
- Knowledge of the ECB Talent Development Framework and/or alternative NGB frameworks
- An understanding and experience of best practice talent identification and selection processes
- An understanding and experience of Coach Development
- Up to date first aid qualification

The post holders will be expected to work evenings and weekends as well as have flexibility to dovetail working arrangements in with fixture and training schedules that will change from year to year and across each season.

Safeguarding

Central Sparks committed to safeguarding and protecting the children and young people that we work with. As such, all posts are subject to a safer recruitment process, including the disclosure of criminal records and vetting checks. We ensure that we have a range of policies and procedures in place which promote safeguarding and safer working practice across our services. For this role, an ECB DBS certificate, first aid qualification and safeguarding children certification are essential.

To Apply

If you feel you have the experience, skills and passion to perform the role of Regional Talent Manager and have a strong desire to take women’s and girls’ cricket to the next level, please submit your application using our online form.

<https://raksharathod.typeform.com/to/kuecgCtg>

The first stage of the recruitment process will consist of a set of questions we ask you to submit answers to the online form above. These answers will then be submitted anonymously to the hiring team, who will carry out a blind review of the answers. They will then shortlist successful candidates to the next stage.

The closing date for applications is 4pm on Friday 1st October, 2021.

If you would like an informal chat about the role, then please email lauram@wmwcricket.com who would be happy to set up a call.

Interviews will be held in the week commencing 11th October 2021. Depending on working environments at that time, interviews may be conducted via video conferencing call.

Please note all applicants must have the legal right to work in the UK, Central Sparks is not in a position to sponsor overseas candidates for this role.