



Job description

Job Title:	Men's Performance Analyst
Department:	Cricket
Reports to:	Director of Talent & Development
Responsible for:	Intern Analyst
Location:	The Cooper Associates County Ground, Taunton (with regional travel as required)
Contract:	Permanent, Full Time
Hours:	Minimum of 40 hours per week (to include evenings, weekends and bank holidays as required)
Main Purpose of Job: <p>To play a central role in the delivery of world-class analysis services across Somerset County Cricket Club's men's and academy programmes. To provide objective insight to coaches and players that supports learning, performance, and strategic decision-making across training, competition, and recruitment environments. To operate within a multidisciplinary team and provide leadership in developing Somerset's men's data and analysis strategy, ensuring alignment across all levels of the club.</p>	
Main Responsibilities: <ul style="list-style-type: none">• Lead match-day analysis for Somerset Men's First XI, including pre-match planning, live support, and post-match review.• Ensure performance analysis is delivered across 2nd XI, Academy, and pathway environments through a team of intern and casual analysts.• Provide pre-match tactical and opposition analysis for all formats, identifying trends and opportunities to gain a competitive edge.• Collaborate with coaches to visualise team and individual KPIs, using data to support game plans.• Manage the capturing and analysis of footage from training sessions and individual skill development.• Use video and data to support the creation of Personal Development Plans and feedback loops.• Maintain, develop, and manage Somerset's performance data systems, ensuring secure and organised storage of video, data, and reports.• Contribute to the development of dashboards and data visualisation tools (e.g., Power BI, Tableau).• Stay on top of emerging tools, software, and technologies to ensure Somerset remains at the forefront of performance analysis.• Provide performance insights to support player recruitment across professional and academy environments.• Assist with the development and use of Depth Charts and performance databases.• Work collaboratively across coaching, sports science and medicine, operations, and administration teams.• Support media and communications staff with video and performance clips for internal and external use.• To ensure the Club's equity, diversity and inclusion policy and standards are always upheld and always abide by the Club's code of conduct	



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- To ensure the Club's safeguarding policies and procedures are adhered to at all times including adherence to the staff code of conduct and consistently advocating the safeguarding of children, young people and adults at risk at all times. Appropriate consideration must be given to safeguarding in all activities and decisions which are undertaken.
- Take on any other responsibilities or tasks that are within your skills and abilities whenever reasonably asked.

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

Knowledge, skills and experience required:

Essential

- Proven ability to confidently present and interpret data to influence player and coach decision-making.
- Strong understanding of cricket and the role analysis plays across player development, selection, performance, and recruitment/retention.
- Tactical and technical knowledge of cricket across all formats.
- Demonstrated experience delivering live match-day analysis and post-match feedback in elite performance environments.
- Proficient in PCS Pro and familiar with dashboard creation tools (e.g. Power BI, Tableau); skilled in video editing and visual presentation.
- Experienced in building and maintaining depth charts and long-term player tracking systems.
- Excellent communication and presentation skills, with the ability to tailor insights to players, coaches, and leadership.
- Knowledge of the county cricket structure and Somerset CCC's pathway and performance programmes.

Personal attributes

- Highly organised, proactive, and able to prioritise and operate effectively under pressure in dynamic environments.
- Confident contributing insights and challenging assumptions using evidence-based approaches.
- Reflective and committed to ongoing professional development and learning.
- Motivated and hard-working, recognising the need to 'muck in' to the team.
- High professional standards, reliable and a drive for excellence in all they do.
- Flexible and adaptable.
- Strong communicator.
- Approachable and collaborative approach to working.



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Core competencies

Delivery & Performance

- Quality & Service Orientated

A demonstrated aptitude for understanding and satisfying internal and external customers. Provision of effective solutions. (Level 4 – Advanced).

- Results Focused/Action Orientated

A drive to plan and deliver results despite challenges and setbacks. (Level 4 – Advanced).

- Effective Resource Management

Understanding, respecting and effective use of the Club's resources. (Level 3 – Proficient).

- Innovative Thinking

Aptitude to identify key components of problems, generate creative solutions and seize business opportunities by taking considered risks. (Level 4 – Advanced)

Strategic Approach

- Business Awareness/Commercial Acumen

Ability to ensure business success and financial efficacy now and for the future. (Level 3 – Proficient)

- Strategic & Analytical Thinking

Capacity for conceptualising the immediate, medium and long-term local and global environmental challenges and define specific strategies for organisation growth in relation to our purpose and vision. (Level 4 – Advanced).

- Organisational Alignment

The aptitude to align one's own behaviour with the needs, priorities and goals of the Club. Focusing on the Club's vision before individual preferences or professional priorities. (Level 4 – Advanced)

- Talent Development

Full commitment to professional development and personal growth of self and others and the transfer of knowledge to future talent. (Level 4 – Advanced).

- Agility

Openness and ability to promptly identify and adapt to changes in the business environment. (Level 4 – Advanced).

Leadership

- Active & Visible Leadership



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Demonstrates full and public commitment to Club's Values. Operates with integrity and transparency and role-models appropriate behaviours. (Level 4 – Advanced).

- Inclusion Orientated

Understands and values equity, diversity and inclusion approaches and works openly with all people, regardless of identity or characteristics. (Level 4 – Advanced).

- Aptitude for Sustainability

Commitment to operating sustainably to ensure the Club's negative impact on the environment is kept to a minimum. (Level 3 – Proficient)

- Safety Focused

Understands, respects and values safeguarding and health and safety protocols and considers these within all aspects of the Club's operations. (Level 4 – Advanced).

Relationships & Influence

- Teamwork & Collaboration

The capacity for working collaboratively and effectively within and across teams, and with external stakeholders, to ensure a unified direction of travel to achieving the Club's goals and objectives. (Level 4 – Advanced).

- Influence & Negotiation

Aptitude for excellent communication and interpersonal effectiveness with the ability to negotiate with, and influence others, in respectful and honest ways to add value and achieve objectives. (Level 4 – Advanced).

- Emotional Intelligence

Ability to understand others (including non-verbal communication methods), management of own behaviour and reactions and self-reflection especially when faced with challenging or stressful situations. (Level 5 – Expert).

Key contacts in the business:

Internal: Director of Talent & Development, Men's Head Coach, Men's Assistant Coaches, Professional Men's Players, Men's Academy & Pathway Players, Academy & Pathway Team, Sport Science & Medicine Team, Grounds Team

External: ECB

Equal Opportunities and Inclusivity Statement

Somerset County Cricket Club endorses the principles of equality and equity and strives to ensure everyone involved with the Club has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, to give of their best and be assured of an environment in which their rights, dignity and individual worth are respected. Everyone is responsible for creating



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an inclusive working environment and we expect all colleagues, partners customers and suppliers to abide by our equality, diversity and inclusion policies and procedures.

The Club ensures all existing and potential employees receive equal consideration during the recruitment process and beyond, and is committed to the elimination of unlawful or unfair discrimination of any kind and in particular on the grounds of sex, race, disability, sexual orientation, marriage and civil partnership, gender reassignment, religion or belief, pregnancy and maternity, and age.

Safeguarding Statement

Somerset County Cricket Club is committed to safeguarding and promoting the welfare of children, young people and adults at risk, and expects all staff and volunteers to share this commitment. It is everyone's responsibility to keep vulnerable people safe.

As part of our safer recruitment process all relevant roles are subject to an enhanced or standard DBS check as appropriate, and two satisfactory references. We also require every staff member to undergo safeguarding training appropriate to their role.

We encourage an open, welcoming environment where everyone should feel safe to express any concerns. We have a range of policies and procedures in place which promote safeguarding and safer working practice across all that we do.

Prepared by:

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