



## Job description

<b>Job Title:</b>	Men's 2 <sup>nd</sup> XI Head Coach
<b>Department:</b>	Professional Cricket
<b>Reports to:</b>	Men's Head Coach
<b>Location:</b>	The Cooper Associates County Ground, Taunton & Other Venues
<b>Contract:</b>	Permanent, full time
<b>Hours:</b>	40 hours per week to include evenings, weekends and bank holidays as required
<b>Main Purpose of Job:</b>  To deliver an outstanding player development programme, leading, managing and developing players to progress into 1st XI cricket, ensuring a high-quality environment that enables both performance and personal growth. To manage the full operation of the 2nd XI environment, developing a strong pipeline of players for the 1st XI squad, maintaining close links with the S CCC Pathway and regional partners, and delivering specialist support coaching where required.	
<b>Key Responsibilities</b>  <b>Safeguarding, Inclusion &amp; Conduct</b> <ul style="list-style-type: none"><li>▪ Uphold and advocate the Club's safeguarding policies, ensuring the protection of children, young people, and vulnerable adults in all activities.</li><li>▪ Promote and maintain the Club's equity, diversity, and inclusion standards, acting as a role model for inclusive behaviour.</li><li>▪ Always adhere to the Club's staff code of conduct.</li></ul> <b>Coaching &amp; Player Development</b> <ul style="list-style-type: none"><li>▪ Create and maintain a high-performance environment that supports individual and collective player development.</li><li>▪ Deliver innovative, challenging, and engaging training sessions, both in groups and 1:1.</li><li>▪ Lead and manage all 2nd XI training sessions, nets, and match preparation during the season.</li><li>▪ Provide specialist coaching support to men's professional and Academy boys' players as directed.</li><li>▪ Develop and implement individual development and performance plans for players.</li><li>▪ Support the Men's Head Coach in the preparation, development, and ongoing support of the professional squad throughout the year.</li><li>▪ Contribute to multidisciplinary performance reviews for men's and Academy players.</li><li>▪ Develop elite behaviours and high-performance standards across the 2nd XI and wider environment.</li></ul> <b>Team Operations &amp; Administration</b> <ul style="list-style-type: none"><li>▪ Manage all 2nd XI fixtures, including selection input, logistics, and administration.</li><li>▪ Oversee the 2nd XI match-day environment to ensure professionalism, clarity, and high-level performance.</li><li>▪ Provide reports and updates to the Director of Cricket as required.</li></ul> <b>Partnerships &amp; Representation</b> <ul style="list-style-type: none"><li>▪ Maintain strong relationships with the SCCC Pathway and regional stakeholders.</li></ul>	



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- Deliver specialist coaching to partner counties as directed by senior leadership.
- Represent the Club at relevant meetings, events, and engagements.
- Support the promotion and positive reputation of Somerset County Cricket Club within the wider cricket community.

### Other Duties

- Undertake any additional reasonable responsibilities as requested by the Director of Cricket.

### Knowledge, experience, skills and qualifications required:

- Extensive coaching experience
- Expertise working with elite and adolescent cricketers
- Track record of developing 1<sup>st</sup> Class and talented young players into elite senior cricketers
- An excellent knowledge of first-class cricket
- A minimum coaching qualification of UKCC Level 3 coaching or international equivalent.
- Extensive experience of performance and technical analysis systems
- Good general IT skills
- Excellent time management and organisational skills.
- Excellent communication, interpersonal and influencing skills
- Demonstrable leadership skills
- Satisfactory ECB Enhanced DBS check
- Current first aid certificate
- Current ECB Safeguarding Level 2 certificate and any other mandatory safeguarding training
- Current ECB relevant anti-discrimination training
- Current prevent training

### Personal Attributes

- Energy and enthusiasm
- Initiative
- Flexibility/adaptability
- Passion for supporting the development of young cricketers
- Willingness and commitment to self-development and growth
- Collaborative approach
- High level of emotional intelligence
- Effective decision making under pressure
- Approachable manner
- Reflective
- Proactive with a can-do attitude
- Innovative thinker
- Flexible and adaptable with regards to working hours and patterns

### Working Relationships:

#### Internal:

- Director of Cricket
- Men's Head Coach



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- Director of Talent & Women's Performance
- Boys Academy Lead
- Additional coaching staff
- Clinical lead and Science & Medicine staff and practitioners
- Somerset CCC men's and Academy boy's players

### External:

- ECB
- Regional County stakeholders
- Media

### Competencies:

#### Delivery & Performance (Achieving results now)

##### Quality & Service Orientated

Level 4: Consistently delivers high-quality coaching that enhances players' technical and mental skills, fostering a supportive and exceptional environment for player development.

##### Results Focused/Action Orientated

Level 4: Drives player performance improvements through setting ambitious targets and ensuring players develop the necessary skills to succeed in 1st XI cricket.

##### Effective Resource Management

Level 4: Efficiently utilises time, equipment, and support staff to maximise player development and performance.

##### Innovative Thinking

Level 4: Integrates the latest coaching methodologies and strategies to continually improve the performance of players and the overall effectiveness of the 2nd XI environment.

#### Strategic Approach (Future proofing and growth)

##### Business Awareness/Commercial Acumen

Level 3: Understands the commercial aspects of the sport and contributes to the club's growth through successful player development.

##### Strategic & Analytical Thinking

Level 4: Uses data and performance analytics to inform coaching decisions and long-term planning for player development.

##### Organisational Alignment

Level 4: Ensures that coaching activities support the club's strategic objectives and long-term goals.

#### Talent Development



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Level 4: Focuses on creating individualised development plans that nurture the potential of players, fostering a strong player pipeline for the 1st XI squad.

### **Leadership (Governance and accountability)**

#### **Active & Visible Leadership**

Level 4: Provides clear, visible leadership that inspires confidence and commitment from players and other coaching staff.

#### **Inclusion Orientated**

Level 4: Promotes an inclusive coaching environment, ensuring that all players feel valued and supported.

#### **Aptitude for Sustainability**

Level 3: Integrates sustainable practices into coaching and player development, ensuring long-term viability and success.

#### **Safety Focused**

Level 4: Maintains a strong focus on player safety, implementing best practices in training and match preparation to prevent injuries.

### **Relationships & Influence (How we operate)**

#### **Teamwork & Collaboration**

Level 4: Fosters a collaborative culture within the coaching team and across the club, promoting effective communication and cooperation.

#### **Influence & Negotiation**

Level 4: Effectively negotiates and influences stakeholders, including players, coaching staff, and external partners, to achieve desired outcomes.

#### **Emotional Intelligence**

Level 4: Demonstrates high emotional intelligence, managing relationships effectively and supporting players' mental and emotional well-being.

### **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 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



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discrimination of any kind and 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 vulnerable adults, 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.