



SOMERSET
CCC

Boy's Pathway Lead Strength & Conditioning Coach

Candidate information pack





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Our Purpose and Vision

Our purpose is clear, to inspire the South West through Cricket

Our vision: To be a cricket club transformed, globally admired and respected for delivering world-class experiences for all.

This transformation also seeks to boost prosperity for the town, county, and wider region through the creation of a destination which attracts visitors from further afield to experience everything that the South-West has to offer.

We believe that offering is considerable.

It is a bold ambition but one necessary to sustain our great Club for future generations.

Thank you for your interest in joining Somerset County Cricket Club on the next phase of our exciting journey. The cricket landscape is changing at an unprecedented rate, with both opportunity and jeopardy ahead in equal measures. We now find ourselves needing to transform our business to sustain our proud reputation of competing at the top table of English domestic cricket.

Welcome
TO THE
COOPER ASSOCIATES
COUNTY GROUND





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Somerset Transformed

Purpose:

To inspire the South-West through cricket.

Vision: To be a cricket club transformed, globally admired and respected for delivering world-class experiences for all.

We are Somerset:

Treat people well. On this journey together. Innovate to succeed. Proactive and deliver.

We treat people well

The strength of our Club is our people. We value and support each other, treat everyone with care and respect, and go above and beyond to deliver exceptional experiences.

We innovate to succeed

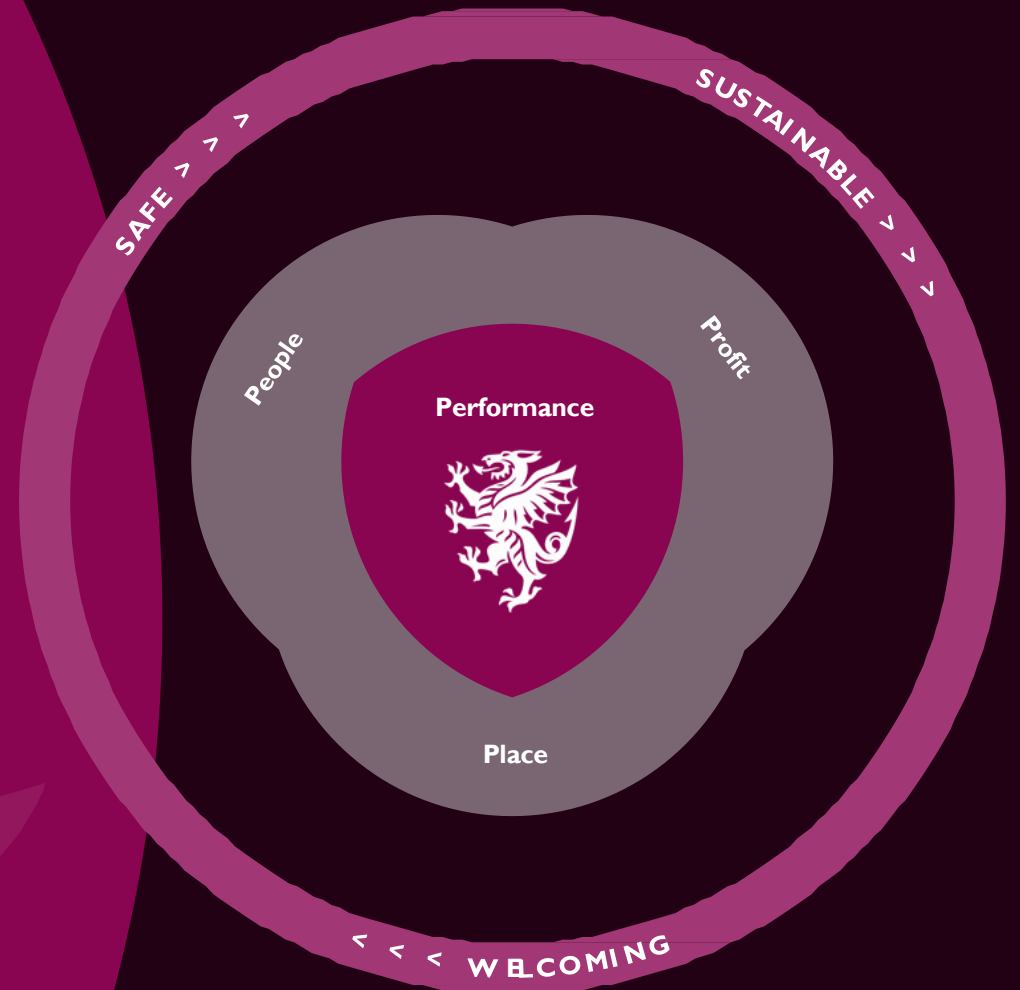
By being bold, brave and ambitious, we are empowered to think differently. We take smart risks and challenge the status quo to achieve our goals.

We are on this journey together

We each take an active role in shaping our Club's future. Aligned to our values, accountable and committed to achieve the Club's vision and goals, we understand our success depends on all elements of our business working collaboratively.

We are proactive and deliver

We set clear intentions and are disciplined to achieve them. Everything we do has meaningful purpose, contributing to success by effective planning and delivery to high standards. We remain agile and adaptable to the changing environment in which we operate.





Our strategic Pillars

Firstly, our **PEOPLE**, referring to our dedicated staff, loyal Members and supporters, aspirational men's and women's players and committed corporate partners and community participants.

True success is a team effort and the experience of everyone within the organisation must be optimised if we are to fulfil our purpose.

Our **PLACE** at the Cooper Associates County Ground is the region's most iconic sporting venue, and we must now invest to ensure that we are providing the optimum facilities for our Members, supporters and our guests for non-cricket events. Furthermore, to proudly represent the entire South- West we must broaden our reach beyond the boundaries of Taunton and Somerset.

Modern sport is a business which must focus on **PROFIT**, primarily so that we can continue to invest in male and female

talent pathways and infrastructure to build on our successes. The Club has a strong history of recording surpluses through generating cricket revenue, however, without additional cricket content to host, the generation of sustainable, non-cricket revenue is now paramount to prosperity.

All three pillars are tightly bound by a **PERFORMANCE** expectation, both on and off the field. We are in the inspiration business, yet professional sport is competitive, and we must always hold ourselves to the highest professional standards and behaviours if we are to achieve our lofty ambitions.





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Golden Threads

Three golden threads weave through all functions of our Club. These are embedded in all decision making and operations and clearly visible in our performance, behaviours and culture.

We recognise these threads must work in unison. Exceptional sporting businesses strive for excellence in these areas. Not only are they 'the right thing to do', but they are also enablers in developing and embedding performance outcomes.

We must pride ourselves in prioritising these three golden threads as we strive for excellence.



SAFE > > >

Safe

To be nationally recognised, in safeguarding and safety, while consistently delivering exceptional experiences for all.

SUSTAINABLE > > >

Sustainable

To embed sustainability within our culture ensuring our people champion best practice whilst driving performance.

Welcoming

To create environments where everyone belongs.

< < < WELCOMING



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The Role

Everyone here at Somerset is excited to see you...

- Plan, programme and deliver a physical development programme across our county age group, Emerging Player and Academy pathways.
- Lead our wider long-term athletic development strategy, including consideration of male growth and maturation, to support player progression.
- Work closely with the SS&M team, Men's Lead S&C Coach and Boy's Pathway Lead Physiotherapist to help prepare players physically for transition into the professional game.

Sounds rewarding right - let's see what's involved! You will have the experience, skills and knowledge to successfully...

- Lead and deliver bespoke strength and conditioning provision across the Boy's Pathway, including CAG, EPP and Academy programmes.
- Profile players regularly against SCCC physical KPIs, producing screening reports and bespoke programmes to support development.
- Monitor and interpret GPS, bowling workload, Smartabase, growth and maturation data to inform performance, preparation and player management.
- Support nutrition, warm-ups, pre-game preparation, injury risk reduction, rehabilitation and return-to-performance decisions in collaboration with SS&M colleagues.
- Contribute to wider pathway operations, including LTAD planning, senior squad support, department meetings, audits, student placements, CPD and equipment management.

Useful tip! We will review and score your application based on the below criteria. You will have:

- Relevant sporting and strength & conditioning qualifications, including undergraduate study, postgraduate S&C qualification or equivalent, UKSCA accreditation or working towards it, and ECB BLS certification.
- Proven experience delivering S&C programmes in sport, particularly within youth development environments.
- Experience designing and delivering individualised physical development programmes for athletes aged 13-18.
- Experience in multidisciplinary working, including collaboration with physiotherapy, medical, psychology, nutrition and coaching staff on return-to-play decisions.
- The ability to set and maintain physical development standards across age groups or squads, including supervising placement staff and briefing coaches.
- Skills in profiling, growth and maturation tracking, workload monitoring, athlete management systems, data reporting and translating insights into practical training decisions.

You will need to be eligible to work in the UK. We cannot offer sponsorship routes for this role.

For the full list of responsibilities and criteria for the role, please download the job description here:

[JOB DESCRIPTION – BOY'S PATHWAY LEAD S&C](#)





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About You

We can see you thriving in this role, if you are...

- Able to build relationships and work collaboratively
- Motivated
- Approachable and empathetic
- Able to influence the environment positively
- Able to influence stakeholders positively
- Highly organised and diligent
- Flexible in relation to job requirements and working hours (working hours will include evenings and weekends along with domestic travel and potential international)
- Reflective
- Able to work under pressure and have strong decision-making capabilities
- Computer literate (Excel, Word and other bespoke programmes including electronic medical record keeping)





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Why join Somerset?

We're creating something special, and we see you - along with all our people - as a key pillar of our success.

You will be joining a team who values everyone's contribution, receive a competitive salary and be provided with opportunities for growth and progression; alongside...

- Nest pension scheme (after 3 months)
- 2 x Club memberships
- 32 days annual leave entitlement (inclusive of bank holidays)
- Life assurance (death in service - 4 x salary)
- Basic healthcare plan including general dental treatment, optical treatment and specialist consultations.
- Employee Assistance Programme
- Remote GP services
- Contractual sick pay (subject to successful passing of probation)
- Free onsite parking





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Key Info

At Somerset County Cricket Club (SCCC), we want every applicant to feel welcomed, valued, and supported throughout their recruitment journey. To help you learn more about this, please take a look at the information via the links below before submitting your application.

[APPLICATION GUIDANCE](#)

[REASONABLE ADJUSTMENTS](#)

[OUR PROCESS](#)

[TESTIMONIALS](#)

[FAQs](#)





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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.

The Club ensures all existing and potential stakeholders 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.





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How To Apply

Application portal

If you are interested in this position, simply complete our application form via this link: [**APPLICATION FORM**](#)

We use fair and safe recruitment methods therefore we don't review CVs as part of our selection process. Please provide as much detail as possible in your application responses as this is how we select candidates for the next stage of the process.

For more information and support, please read our Application Guidance. If you need further advice, or require any Reasonable Adjustments to enable you to apply for roles or participate at any stage of the selection process, please let us know by emailing people@somersetcountycc.co.uk





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RECRUITMENT TIMETABLE

These dates are indicative and may be subject to change (except closing date).

Closing date for applications:
THURSDAY 17 SEPTEMBER

First stage interviews to be held online
via Microsoft Teams:
w/c 21 SEPTEMBER

Second stage interviews to be held in
person at the CACG, Taunton:
TBC

