



## MANAGER - PARTICIPATION

Cricket Hong Kong is the governing body for cricket in Hong Kong and is responsible for the development, performance and growth of cricket in Hong Kong.

Following the launch of our new Strategic Plan, which places cricket's growth in Hong Kong as one of our three key strategic pillars, and the realignment of the Director of Cricket role, Cricket Hong Kong is now seeking to appoint an ambitious and confident Participation Manager.

The successful candidate will have responsibility for leading game development and growth of cricket in line with the relevant targets in the Cricket Hong Kong Strategic Plan, and ultimately helping develop cricket into a mainstream sport in Hong Kong. Reporting to the Chief Executive, this is a senior role and the incumbent will join the Senior Management Team.

This key position offers a genuine opportunity to take ownership, shape and oversee the delivery of a central pillar of our new strategy and develop cricket in Hong Kong into a *Sport for All*.

### JOB PURPOSE

The Cricket Hong Kong Senior Participation Manager will lead, manage and organise the integrated delivery of a single, long-term strategy for game development and growth across Hong Kong in line with the relevant targets in the Cricket Hong Kong Strategic Plan.

### MAIN AREAS OF RESPONSIBILITY

#### GROWTH

- Lead and oversee the implementation of the Cricket Hong Kong's (CHK) strategy for community participation, club & youth development and senior domestic cricket
- Establish and manage a clear strategy for the development of women and girls cricket in Hong Kong
- Initiate strategies to grow the game in identified district locations and with identified population groups
- Oversee the co-ordination of innovative participation programmes for adult, youth, disability and community cricket
- Work with partner organisations and the cricket community to identify barriers to participation and develop innovative solutions to break down these barriers and transform cricket into a mainstream sport in Hong Kong and the region
- Work with clubs to improve domestic cricket growth including increased access to league cricket and collaboration with schools
- Implement and manage a participation database to track participation trends and member growth

- Implement a player-focused and age-appropriate playing and competition strategy across youth representative cricket for male and female players in collaboration with the High-Performance department
- Develop and implement flexible and modified formats of cricket such as: Kwik Cricket, Tapeball, and Indoor Cricket
- Oversee the census collection of participant and volunteer numbers through a registration system or through other mechanisms

#### LEADERSHIP AND GOVERNANCE

- Lead and oversee the implementation of CHK's Strategy for participation, club development and domestic cricket
- Provide leadership and develop high quality programmes and resources to support Participation & Game Development and oversee the co-ordination of high quality support services and programmes for clubs and key external delivery partners
- Line manage CHK Development Officers and assist Community Coordinators aligning delivery programmes with strategy
- Form part of the CHK senior management team and be an *ex officio* member of the CHK Cricket Committee
- Work in partnership with CHK senior management to maximise commercial partner investment and government support into community cricket participation and identify and apply for appropriate funding streams for community, club and domestic programmes
- Manage the implementation of a comprehensive registration & competition system
- Undertake other duties as may be required from time to time as are consistent with the responsibilities of the position and the requirements of CHK

#### EXTERNAL RELATIONSHIPS

- Develop strategic relationships with external partners in particular the ICC and ACC, other ICC members and other Hong Kong sport NGB's
- Work closely with the Hong Kong government and related agencies to manage an agreed strategy and set of targets to grow the numbers of people regularly playing cricket
- Develop and nurture relationships with specialist organisations such as Lords Taverners, Chance to Shine and Last Man Stands to increase cricket participation
- Act as the primary contact for key international and national partners with regard to participation, growth and development
- Establish a range of strategies to support clubs to develop appropriate participation pathways within their existing operational capacities
- Sustain and assist the growth of cricket clubs and affiliated teams, particularly women and youth
- Build networks with the voluntary sector in Hong Kong to establish best practice in the most cost-effective way to support strategic objectives

#### WORKING RELATIONSHIPS

- Chief Executive
  - High Performance Manager
  - Commercial Manager
  - Cricket Committee
  - Board (as required)
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- All Affiliated Clubs
- SF&OC
- Home Affairs and Education Bureaus
- ICC and ACC
- District Councils and Sports Partnerships
- Voluntary sector and charities

## **EXPERIENCE and SKILLS REQUIRED**

### *Essential*

- Educated to degree or diploma level (preferably specializing in sport or sports development)
- Significant experience of sports development experience at management level, ideally in a range of environments including club, district, state/province/county or national level
- A successful record in game development planning and monitoring, and contributing to and implementing strategic plans
- A good knowledge of community sport, preferably cricket
- Three-years' full-time experience in line-managing staff, and a record of successfully setting and managing budgets
- Practical experience and demonstrable knowledge of the role that systems management plays in game development and growth
- Persuading and influencing skills
- Highly organised with the ability to plan a range of projects and initiatives that must be delivered to tight deadlines
- Experience of presenting/engaging/influencing from grass-roots to senior management/Board level, including government agencies
- Excellent written, verbal, communication, presentation and relationship building skills
- Excellent interpersonal and communication skills, both written and oral
- Proficient IT skills including the use of Microsoft Office and databases
- Excellent organisational, planning and time management skills
- Demonstrable leadership and decision-making skills
- Ability to demonstrate integrity and appropriate working relationships

### *Desirable*

- Record of leading within a multi-disciplinary team in the delivery of services to development groups, clubs and state/province/county organisations
- Framing and/or implementation of service-level agreements with relevant stakeholders
- Bilingual

## **REMUNERATION**

The package will include a competitive salary commensurate with qualifications, skills and experience, and includes healthcare.

Please apply on or before **Thursday 14 March 2019** in confidence with full resume and remuneration expectations to: [hr@hkcricket.org](mailto:hr@hkcricket.org) (Please mark the Job Reference on the email header).

\*Only the short-listed candidates for interview will be notified.

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**\*\*All applications will be treated in the strictest confidence. Data collected will be used for recruitment and other employment-related purposes only.**

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