

## WOMENS TALENT PATHWAY MANAGER AND HEAD COACH

### BACKGROUND

Cricket Hong Kong (CHK) is the governing body for cricket in Hong Kong and is responsible for the development, performance and growth of cricket in Hong Kong. We are responsible for growing the game at grassroots level and for competing on the international stage at all age group levels in both the men's and women's game. CHK is a leading Associate Member of the International Cricket Council (ICC) and an ICC High-Performance funded member.

The prospective programme for the Hong Kong Women over the next four years includes T20 World Cup Qualifiers, a World Cup Qualifier, Asia Cup (and qualifiers), an Under 19 World Cup, T20i tournaments and bilateral matches and the Asia Games in 2022.

CHK is seeking a full-time National Women's Pathway Manager and Head Coach initially on a two-year fixed term contract. The successful applicant will lead and coach the senior women's squad and emerging player's programme, creating a clear link within the player pathway and ensuring Hong Kong continues producing and developing players who are properly prepared for international competition and success.

This role reflects the projected scope and expansion of the Hong Kong women's programme and the skill set required to lead this programme.

### POSITION DETAILS

The Women's Talent Pathway Manager and Head Coach will direct and coach the women's high-performance programme and provide a clearly defined pathway to international competition. The position will be based in Hong Kong and will involve international travel.

### MANAGEMENT

- Working with the High-Performance Manager (HPM) and Participation Manager (PM), implement CHK's strategy for rapid but sustained growth of female cricket to high-performance levels
- Develop (with the HPM) and deliver the Hong Kong women's high-performance programme

- Implement and monitor plans for the ongoing development of representative squads including a long-term team performance plan
- Conduct half-yearly and post-tournament player review meetings and produce regular written reports when required
- The Women's Head Coach will manage a small multi-disciplinary team of support staff (assistant coach, analysts, S&C coach, physio, consultant specialists)
- It will be mandatory to engage in a personal/ professional development programme as well as support the development of their immediate support staff and other coaches

#### *TEAM AND PLAYER DEVELOPMENT*

- Coach the Hong Kong Women's representative teams and high-performance squads
- Develop a high performing Hong Kong Women's cricket team supported by a sustainable talent development programme and structure (including the establishment of a representative Under 19 squad)
- Prepare the Senior, Under 19 and Development squads to participate in competitions – domestic and international
- Encourage a culture of fun, discipline, skill, participation and self-maintenance.
- Create a team culture that promotes unity and commitment to high-performance on and off the field
- Devise training programmes that maximise the teams' chances of success in competition
- Work with consultant coaches to provide analysis for player development
- Plan and deliver 1:1 and small group coaching sessions to players where required

#### *LEADERSHIP*

- Establish and maintain team ethos, standards and protocols that fit within the vision of Cricket Hong Kong and are shared among the squad and management team
- Provide leadership of the team and team management through on-going communication and dealing with challenges and conflicts
- Demonstrate personal credibility, honesty and integrity and ability to handle stress

### *TALENT IDENTIFICATION AND DEVELOPMENT*

- Implement a talent identification programme and establish a clearly defined pathway for all aspiring female international players
- Identify, recruit, manage and support talent scouts as part of a Hong Kong network.
- Establish and manage a player talent database and benchmarking system.

### *SELECTION*

- Proactively contribute to the selection of all Women's representative teams and squads
- Manage all information around selection in a confidential, effective and discrete manner including communications of all selections according to protocols

### *COMPETITION*

- Attend all tournaments and matches of the Women's Representative team, and wherever possible the Under 19 and Development teams
- Observe representative squad players in domestic competition on a regular basis
- Actively liaise with player's educational institutions and work places with regard to availability for competitive tournaments and matches

### *RELATIONSHIP DEVELOPMENT*

- Ensure a positive working relationships with all squad members, selectors, management team, coaches and support staff
- Provide regular and on-going communication and feedback to players.

### *FINANCE*

- Manage (together with the High-Performance Manager) the day-to-day finances of the Women's representative squads budget
- Actively involved in the setting and maintaining of the Women's programme budget

### *PARTNERSHIPS AND PROMOTIONS*

- Promote women's programmes and participate in joint promotions with CHK, ICC, ACC and the SF&OC as required
- Participation in commercial, promotional activities for CHK and its partners
- Work with CHK marketing and commercial team as required

### **WORKING RELATIONSHIPS**

- Hong Kong Representative and High-Performance Squad Players
- CHK High Performance Manager
- CHK Cricket Operations Manager
- CHK High Performance staff
- Assistant Coaches and Analysts
- Strength & Conditioning Consultant
- Physiotherapist and Sports Therapists
- Consultant Specialist Coaches
- Chair of Selectors
- CHK Marketing and PR Team
- Club coaches and administrators

### **CANDIDATE PROFILE**

#### **ESSENTIAL EXPERIENCE AND SKILLS**

*The Women's Head Coach shall be expected to demonstrate evidence of the following skills and experiences:*

- Hold a current ECB/CA Level 2 (or equivalent) performance coach award or equivalent and/or has at least 3 years' experience working with female cricketers
- Significant experience of coaching cricket to female cricketers, ideally in a range of environments
- Line management of support staff
- Played or have an extensive knowledge of 1st Class or International cricket.
- Experience at ICC global and/or regional events
- Delivering coaching as part of a multi-disciplinary team
- Be fluent in written and spoken English

#### **DESIRABLE EXPERIENCE AND SKILLS**

*The Head Coach may be able to demonstrate evidence of the following skills and experiences:*

- A record in performance planning and monitoring, and contributing to and implementing player development plans as well as a good knowledge and understanding of talent identification and development

- A graduate or post-graduate qualification in a sports science, coaching or management
- Be able to work comfortably with a range of IT applications, specifically specialist athlete management programmes
- An understanding of the structure and dynamics of Hong Kong sport, particularly at high-performance level and an appreciation of the needs of successful elite athletes
- A sound knowledge of the factors affecting Hong Kong Women's high-performance competitiveness and an understating of trends in international women's cricket

## PERSONAL ATTRIBUTES AND CHK EXPECTATIONS

*CHK are looking for:*

- An inspirational, ambitious, confident and personable head coach
- An accomplished planner, capable of balancing the diverse, individualised needs of a group of part-time players alongside the targets of CHK
- An outstanding team and individual coach,
- A self-sufficient coach who is prepared to work hard as part of a small team

## REMUNERATION

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

## APPLICATIONS

Candidates interested in applying for this position should send their current CV (giving details of their current remuneration package) together with a detailed covering letter detailing why they believe they are suited for this role.

CHK will look for specific evidence and examples of the experiences, skills and attributes outlined as requirements within the Position Details and Candidate Profile.

Please apply on or before **5pm on 29 March 2019** to: [hr@hkcricket.org](mailto:hr@hkcricket.org) (Please mark the Job Ref on the email header).

Due to the high volume of applications we expect to receive for this role, regrettably the CHK will not be able to provide feedback to unsuccessful applicants and only the short-listed candidates for interview will be notified.

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