

JOB DESCRIPTION

POST: High-Performance Manager

JOB PURPOSE:

Lead the Cricket Hong Kong (CHK) High-Performance program and play a pivotal role in the development and implementation of strategies to achieve sustainable performance success for Hong Kong elite cricket.

The High-Performance Manager is responsible for the development, management and results of all representative team programs and initiatives and for the planning and execution of development programs capable of producing future international calibre players.

JOB RESPONSIBILITIES:

The key responsibilities of this position include:

- Contribute to the strategic direction of the high-performance plan through the CHK rolling strategic plan, with a particular focus on sustainable success and the ongoing development of the High-Performance Program
- Direct, build and actively manage relationships with CHK's high performance partners and stakeholders including the ICC
- Manage the CHK High-Performance department on a day-to-day basis, overseeing all high-performance employees, including employment agreements, contracts and the establishment and monitoring of individual performance plans including:
 - National Head Coaches
 - Team Managers
 - High-Performance Analysts
 - Dragons Coach
- Manage the High-Performance budget, including the funding arrangements with the ICC, ACC and Hong Kong Government departments
- Manage contracts with all stakeholders, including the ICC, ACC, coaches, managers, players and contractors
- Oversee an effective and robust communications process with the high-performance community, including coaches, players and administrators.
- Manage the selection criteria for all representative teams in accordance with the high-performance plan and consistent with any agreed selection principles. Engage the selection panel in the development of the selection criteria as necessary.
- Oversee the strategic planning and direction of the youth high-performance program and the talent identification plan to achieve a coherent and holistic player pathway.
- Maintain a clear structure and pathway to ensure that talented player and coaches are identified and fostered to perform at the highest levels.
- Establish and maintain an elite standard sports medicine and conditioning program in conjunction with partners. Set the strategic direction, establish ongoing monitoring systems, and contribute to the analysis and review of servicing and applied research to maximize the high-performance Program's performance outcomes.
- Ensure the accountability and reporting requirements of the CHK Board and CEO are met, including the setting and monitoring of budgets, performance reporting against high-performance objectives, and the preparation of other required documentation, reports and submissions.

- Manage CHK's high-performance initiatives including, assisting with elite coach education, dissemination of sports science and sports medicine research findings to the high-performance network.
- Oversee the planning of the attendance of representative teams for all appropriate tournaments and bilateral matches including all major ICC and ACC competitions.
- In collaboration with the Head Coaches, create a performance culture that encourages players and coaches to strive for excellence and maximize available talent.
- Provide resources and support to enable our players and coaches to achieve international success.

SELECTION CRITERIA

Qualifications and Experience

- Relevant tertiary qualifications or equivalent experience.
- Experience in the management and/or administration of high-performance sport.
- Experience in planning and managing complex programs and projects that involve the engagement of a wide range of partners and stakeholders in their successful delivery
- A thorough knowledge and understanding of high-performance sport and the broader Hong Kong sporting system

Knowledge and Skills

- Strong leadership, managerial, organisational and strategic planning ability
- Strong oral and written communication skills and proven ability to work with a complex and diverse group of stakeholders
- Excellent interpersonal skills with the ability to form effective working relationships with a broad group of people and personalities.
- Sound financial and administrative skills, including an awareness of ICC and Hong Kong government budgeting and accounting requirements.
- Strong understanding of the structure and dynamics of Hong Kong sport.
- A knowledge of the factors affecting Hong Kong's high-performance competitiveness internationally and knowledge of trends in international level cricket would be an advantage
- Understanding of the needs of successful elite athletes and coaches including the role of sports science and sports medicine to achieve performance outcomes.