



## Cricket Tasmania Position Description

<b>Position:</b>	Head Coach Female Pathway & Assistant Coach Female Elite (Tigers & Hurricanes Programs)
<b>Department:</b>	High Performance
<b>Manager:</b>	Head Coach – Female Programs
<b>Direct Reports:</b>	n/a
<b>Role Purpose:</b>	This role is accountable for the management of Cricket Tasmania Female Pathway Program and to assist the Hurricanes and Tigers Women's Programs.
<b>Document Date:</b>	March 2019

### Cricket Tasmania's Strategic Link(s) to This Position

- Number 1 teams in Australia in all formats, ages and male and female. Delivering the best integrated High Performance system with player development at the core.
- Be the leading sport for women and girls

### Key Responsibilities

#### High Performance Pathway & Elite Programs

- Head Coach of Tigers Development Program and State U18 Team
- Work closely with the Female Program Head Coach and other pathway coaches to develop, implement, and lead the U18 and U15 Female programs along with any HP Academies.

Focus areas to include (but not restricted to):

- Design, develop and review an effective winter and summer programme for Cricket Tasmania's Women's pathway players
- Implement and manage Talent ID program for State Teams along with HC, Talent Manager & Coaching and Talent Specialist
- Implementation of skill development programs and ensure player development plans are owned by players and are shared with all the relevant coaches, support staff and club coaches
- Assist in the management of specialist and P/T coaches
- Attend regional squad training sessions (as required)
- Develop, Implement and support the any Academy programs (as required)
- Play a lead role in CT High Performance coaching group
- Provide assistant coaching support to the Head Coach – Elite programs Tigers and Hurricanes (as required)
- Work with HP Pathway coaches and programs to ensure direction, alignment and commitment is achieved, in particular working closely with northern HP coaches to improve the female pathway.

#### High Performance Pathway (Coaching Staff)

- In conjunction with the Head Coach and Coach Development Manager support the professional development of identified coaches in the coaching network

#### High Performance Pathway (Support Staff)

- In consultation with Head Coach utilise the appropriate support staff to provide quality professional service within the High-Performance pathway program. Areas to include (but not restricted to):

- S&C
- Dietitian
- Sports Psychology
- Medical (physiotherapy, GP, Sports Physician)

**National Championships**

- Fill role of Head Coach for the Tasmanian Under 18 team
- Fill role of Head Coach or Assistant coach for the other Tasmanian teams when required

**Financial Management**

- Operate within program operational budget
- Maximise available resources for the benefit of the HP Pathway and any Academy programs

**Media & Promotion**

- Complete media requests as directed/scheduled by CT Media & Communications Manager
- Represent CT and Youth Pathway program professionally and with integrity

**Administrative**

- Provide reports and/or make presentation to the Cricket Committee and/or CT Board (as requested)
- Provide regular feedback on HP pathway players to relevant coaches in Grade cricket

**Youth Selection Panel**

- An active member of HP pathway and youth pathway selection processes

**Key Stakeholders**

- State General Manager High Performance
- Players and parents
- Head Coach
- Other Youth Pathway Coaches
- High Performance support staff

**Child Protection**

It is your duty to comply with Cricket Tasmania Child Safety Standards which are designed to protect the welfare of children involved in the sport of cricket. As part of your duty, you must recognise that children need special care and attention that you will provide as you will be committed to protecting and prioritising the safety of children.

**Governance**

Cricket Tasmania is committed to managing risk in accordance with the processes established under its Risk Management Framework. To deliver on this commitment, you are required to be responsible and accountable for managing risk in so far as is reasonably practicable within your area of responsibility. You must at all times support the development, implementation and review of risk control and mitigation strategies and otherwise act in accordance with Cricket Tasmania’s Risk Appetite level, as determined by the Board.

**Duties under Workplace Health and Safety Requirements**

It’s your duty to comply with the Cricket Tasmania policies and procedures which are designed to protect your health and safety at work. As part of this duty, you must comply with all reasonable instructions from managers in relation to health and safety issues at work. This means participating in workplace health and safety training and consultation, cooperating with Cricket Tasmania as required ensuring compliance with the law and reporting any incidents, hazards and near misses.

**People & Culture**

- Adopt a holistic view to the on-going success of Cricket Tasmania and achievement of strategic objectives
- Promote and strive for the desired culture, values and behaviours amongst Cricket Tasmania employees and related groups
- Increase your capabilities in areas required to achieve desired outcomes by undertaking specific training and personal development programs
- Ensure adherence to the policies and procedures put in place by Cricket Tasmania, including but not limited to Workplace Health and Safety, Human Resources and Finance
- Ensure all relevant safety standards are maintained

### How We Play – Key Behaviour Indicators



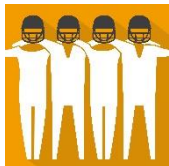
**BE REAL**  
 WE'RE REAL ABOUT CRICKET'S FUTURE  
 Show respect, talk straight.  
 Never be afraid to challenge or be challenged.



**SMASH THE BOUNDARIES**  
 GO FOR IT...CHANGE THE WORLD  
 Innovate. Be comfortable being uncomfortable.  
 Challenge the status quo without fear of failure.



**MAKE EVERY BALL COUNT**  
 BE RELENTLESS... PLAY TO WIN  
 Do what you say. Deliver.  
 Make Decisions.



**STRONGER TOGETHER**  
 GO FURTHER... COLLABORATE.  
 Embrace diversity. Listen. Customer's voice 1st.  
 Do what's best for cricket.

### Key Position Requirements

#### Key performance indicators (linked to CT Strategic Plan):

- Selection of players in Australian squads from National Carnivals – Target 1 per year at each age level
- Selection of players at specialist camps (NCC)
- Promotion of Coaches to Australian Youth or Senior programs
- Selection of youth players to State Squads and any Academy Programs

#### Critical Skills and Attributes

- Ability to motivate and influence High Performance cricketers and teams
- Strong commitment to performance excellence
- Understanding of modern coaching and physical conditioning techniques and methodologies
- Resilience and energy to operate in a challenging working environment
- Proven ability to operate with professionalism and integrity in challenging situations
- Well-developed management and leadership skills
- Advanced relationship building and stakeholder management skills
- High level interpersonal, written, and verbal communication skills
- Exceptional planning, coordination, and organisational skills
- Proven administrative and financial management skills

- Self-motivated with the ability to work independently or as part of a team

**Qualifications**

**Mandatory:**

- Level 3 Cricket Coaching Accreditation
- Team/Individual coaching experience
- Experience within cricket industry
- Driver's Licence

**Desirable:**

- High level playing experience

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**Acknowledgement**

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The list of key responsibilities and key results areas herein are not intended to be all inclusive and may include additional responsibilities as required and assigned.