



Cricket Tasmania Position Description

Position:	Coaching & Talent Specialist
Department:	High Performance
Manager:	State Coach Development & Pathway Manager
Direct Reports:	n/a
Role Purpose:	Accountable for the alignment, promotion, implementation and deliver of the player and coach pathway across their designated 'State & or Cricket Area' for both male and female.
Document Date:	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 intergrated High Performance system with player development at the core.

Key Responsibilities

Coach Development

- Build and maintain a network of talent program coaches across the region through the management and delivery of Coach Accreditation courses at community and representative level and establish a clear and effective method of regular communication.
- Responsible for all coaching administration tasks within the all Regions including maintaining theCROWD(CRM), AMS(Athlete Management System), MyCricket(Matches & Stats) and other related databases systems
- Establish an annual calendar of coaching workshops and seminars for the region/s targeting all groups of coaches, including but not limited to, booking of venues, administration, preparation & delivery of presentations
- Ensure all key regional coaches have access to appropriate resources and the latest coaching information to support delivery of local club and representative programs
- Mentor key regional coaches involved with state championships ensuring players under their guidance are engaged and in a supportive and learning environment.
- Lead coach development sessions with junior club coaches as part of the Junior Cricket Pathway implementation
- Attend Cricket Australia Coach Education & Development seminars, conferences & courses locally, interstate or internationally as required

Premier & Grade Cricket (State-wide)

Ensure the continuous review and development of the Premier & Grade player and coach pathway

- In consultation with Premier clubs, Grade clubs, & State Coach Development & Pathway Manager assist with the identification and appointment of coaching staff (Strong focus in the North & North West of Tasmania)

- Assist with the development and implementation of Premier & Grade club coaching plans to enhance skill development, participation and enjoyment for Premier & Grade cricketers
- Meet with clubs on a regular basis via visits to games, training sessions, club meetings or other means as directed
- Assist in identifying professional development opportunities for targeted Premier & Grade coaches
- Assist in developing tailored coaching resources for Premier & Grade cricket clubs (e.g. training drills, skill specific programs, coach up-skill sessions)
- Assist with the Management of Club Coaching Scheme

Talent Development

- Lead, plan and deliver the youth talent player development process including delivery of a 6-9 months talent program for identified players within Hurricanes Youth Academies.
- Provide AMS templated reports to the players within academy and their associated coaches regarding individual player development focus areas.
- Ensure appropriate player development practices are occurring within key regional programs linked to state championships and regional pathways
- Connect with the places (ie club/school) that academy level players are involved in to assist those systems continue to support the holistic development of the individual player.
- Work closely with State coaches to ensure direction, alignment and commitment to HP Coaching plans and coaches is achieved.

Talent Identification

- Attend all state championships and ensure an accessible and up to date depth chart is available on AMS for the regions from age Under 13 through to Under U16Male and U17Female.
- Where applicable lead and support selection processes in conjunction with HP Coaches for state championships team. Be a valued stakeholder and support in any HP youth talent pathway selection processes ensuring effective practices are implemented.

Events

- Attend state championships in line with state planning and support delivery of event as required. This may include player briefings, parent briefings and coach briefings.
- Ensure cricket championships and events are run in a professional and engaging manner.

General

- Maintain regular contact with accredited Tasmanian coaches via e-newsletter, email, phone, and/or face-to-face contact and contribute to Cricket Coaches Australia websites and coaching forums
- Promote 'the Australia & Tasmanian coaching philosophies and ensure direction, alignment and commitment is achieved with National Player Pathway Programs

Key Stakeholders

- HP Manager
- Coach Development Manager
- State Talent Managers

- Tasmanian Tigers/Hurricanes Head Coaches
- CT High Performance Coaches
- Youth Talent Players and Parents
- Key Community Cricket staff
- Regional cricket managers in the State
- Associations, clubs and coaches in the State

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

Essential

- Experience working with athletes either within an educational or sporting environment.
- Demonstrable coaching experience with individuals and teams. Premier Cricket 1st Grade, equal to, or above experience, playing, and or coaching or equivalent in another sport
- Representative (Level 2) Coach Accreditation or equivalent in another sport
- Previous experience managing, coaching & touring with professional or representative team's intrastate, interstate or abroad
- Experience in athlete talent identification and development processes
- Experience in managing stakeholders
- Open to adopting new technology
- A collaborative working style
- 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
- High level relationship building and stakeholder management skills
- High level interpersonal, written, and verbal communication skills
- Exceptional planning, coordination, and organisational skills
- Self-motivated with the ability to work independently or as part of a team
- Well-developed skills in the use of current Microsoft Office Suite products particularly Outlook, Powerpoint, Word and Excel
- Be aware of IDIS message in respect to illicit drugs and promote to players over the duration of the Pathway program

Desirable

- Tertiary qualifications in Education and Coaching
- Level 3 High Performance coach accreditation
- Coaching experience at State / National level
- Playing experience at or above Premier Cricket 1st Grade level.

Acknowledgement

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.