



**USA CRICKET INVITES ALL QUALIFIED CANDIDATES TO APPLY FOR THE FOLLOWING POSITION:**

<b>Title:</b>	Cricket Operations Director
<b>Location:</b>	USA Cricket HQ: San Francisco Bay Area, California, USA
<b>Hours of work:</b>	Candidates applying for this role need to be aware that the position may include extensive 'out of hours' work, including overseas travel and internally within the USA on a regular basis.
<b>Reporting to:</b>	Chief Executive
<b>Job category:</b>	Full time employee
<b>Date released:</b>	14 November
<b>Closing date:</b>	6 December

**USA CRICKET:**

USA Cricket was established in 2017 to act as the national governing body for the sport of cricket in the United States, and is recognized as an Associate Member of the ICC. It is a non-profit corporation incorporated pursuant to the laws of the state of Colorado, but it is now headquartered in the Bay Area, California. Its mission is to govern, regulate, develop, and promote the sport of cricket (including hardball, softball, disability cricket, and all other types of cricket) at all levels in the United States, and to enable United States cricketers to successfully compete in national and international competition.

Further information about USA Cricket can be found on the USA Cricket website at: [www.usacricket.org](http://www.usacricket.org).

**JOB DESCRIPTION:**

The Cricket Operations Director will be a pivotal member of the executive management team, with responsibility for developing, planning and leading all aspects of cricket operations across USA Cricket, with a particular focus on creating an effective and efficient high-performance environment for the USA national and representative teams.

Core responsibilities include:

- **HIGH PERFORMANCE**

Working in collaboration with the national team coaching and support staff, as well as with other members of management:



- Develop and oversee the implementation of the elite cricketer pathway for men and women (including suitable age groups for both boys and girls) towards USA Cricket's national and representative teams.
- Develop and oversee the implementation of a strategic long-term High Performance Program (HPP), ensuring that it articulates long term goals with suitable clear performance indicators, and that it is aligned to the strategic plan and objectives of USA Cricket.
- Develop and oversee the implementation of an annual operational high performance plan for the USA national and representative teams to ensure that immediate and sustainable success is attained at national level in accordance with the overarching HPP and its performance objectives.
- Provide, manage and maintain suitable support and resources to the USA national and representative teams that sustain a world-class high performance culture, including suitable access to coaching, strength and conditioning, mental skills, physiotherapy, injury management and professional development programs, as well using the latest technologies to enhance elite performance.
- Develop, oversee and evaluate progress against Individual Performance Plans (IPPs) for the development of the USA national and representative team players and other identified groups of players.
- Determine (through coordination with the ICC and other national cricket boards) the annual international match and playing schedule for the USA national and representative teams.
- Continuously review and report on the performance of the USA national and representative team players and support staff against objectives in the agreed HPP and/or IPPs.
- Develop and manage (through the respective Selection Panels) the upholding of clear and fair team selection processes and policies.
- Participate in the development of an appropriate world class training centre environment for national team players that meets the long-term needs of coaches and players and contributes to the goal of sustainable international success.
- Appoint a strong team of support staff that meet the needs of all national and representative teams in accordance with the objectives set out in the HPP.
- Identify suitable training opportunities and programs for coaching and support staff, and provide ongoing performance feedback to them both formally and informally.
- Seek additional funding sources that assist with, relate to and support the further development and effectiveness of the HPP.
- Provide oral and written reports, advice, assessments and debriefs to the USA Cricket Board and/or any of its relevant Sub-Committees and/or the Chief Executive, as required from time to time.



- **CRICKET OPERATIONS**

Working in collaboration with the Cricket Operations Manager, as well as with other members of management:

- Develop and oversee the implementation of the short, medium and long-term operational plans and performance objectives for the Cricket Operations department.
- Build and maintain excellent working relationships with all domestic and international internal and external stakeholders.
- Develop and oversee the implementation of a domestic cricket structure and annual calendar in the USA that provides context, consistency and alignment and which falls under the jurisdiction of USA Cricket.
- Oversee the development of a nationwide set of rules, regulations, playing conditions and policies which sanctions and supports the domestic cricket structure in the USA.
- Oversee the management (by the Cricket Operations Manager) of the following:
  - o all administrative, logistical and operational aspects of all regional and national domestic tournaments for men and women (including suitable age groups for both boys and girls).
  - o all administrative, logistical and operational aspects of all national team competitions, tours and tournaments, including home and away international series' and ICC events.
  - o all selection processes and monitoring of preferred suppliers of required cricket related services, e.g. kit and equipment suppliers, hotels, airlines, medical services etc.
  - o periodic reviews/audits/assessments of domestic participation records, clubs, leagues, competitions and cricketing facilities across the country.
  - o a comprehensive domestic and international talent identification program.
- Provide oral and written reports, advice, assessments and debriefs to the USA Cricket Board and/or its Sub-Committees and/or the Chief Executive, as required from time to time.

- **OTHER**

Provide appropriate support and assistance, as required, to the Development Manager, as well as to other members of management, in the development and support of:

- Entry-level school and community programs
- Social cricket programs, including in respect of indoor and/or tape-ball cricket
- Umpire education programs, pathways and methods of delivery
- Coach education, delivery and pathway



- Volunteer programs and management

## **QUALIFICATIONS:**

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### **Education:**

- Educated to degree level, ideally with a specialty in Sport Management, Business Administration or a related degree.
- An advanced degree in Sport Management or a related management field would be advantageous.

### **Professional skills:**

- Passionate about identifying, developing and nurturing playing and coaching talent.
- Positive and enthusiastic attitude with a flexible, open-minded approach and a willingness to embrace new ideas.
- Knowledge of global 'best practice' in the field of sports high-performance.
- Ability to foster strong relations, communicate effectively and build effective working relationships with players, coaches and support staff.
- Capable of motivating, leading and empowering others to achieve goals.
- Ability to operate with professionalism and integrity in challenging situations.
- Exceptional planning, coordination and organizational skills.
- Self-motivated, with the ability to work independently or as part of a team.
- Ability to prepare and manage budgets, analyze financial records and prepare reports.

### **Knowledge and experience:**

- Minimum 10 years' experience in sports administration at national or international level, with at least 5 years of experience in a leadership role with demonstrable success.
- Significant cricket playing experience and/or cricket coaching qualifications would be advantageous.
- Experience of working with elite players, coaches and technical staff.
- Proven track record and experience within the field of high performance at national or international level.
- Strong understanding of theoretical and practical cricket issues, including familiarity with the international cricketing landscape, ICC rules & regulations and the Laws of the Game.
- A deep understanding of the challenges facing Associate Member cricket and/or the development of cricket in the United States would be advantageous.

## **APPLICATION PROCESS:**

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Interested and qualified candidates should submit a full CV (of no more than six pages) with a cover letter (of no more than two pages) explaining their motivation in applying for the job and highlighting their relevant skills and experience. Please send all applications to the following e-mail address: [HR@usacricket.org](mailto:HR@usacricket.org), under the subject title: **Application – Cricket Operations Director**.

**The closing date for all applications will be 5pm PT on Friday 6 December.**