



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

Title:	Men's Head Coach
Location:	USA Cricket HQ: San Francisco Bay Area, California, USA
Hours of work:	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.
Reporting to:	Chief Executive
Job category:	Full time employee
Date released:	10 December
Closing date:	31 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.

JOB DESCRIPTION:

The Men's National Team Head Coach will be a competent and qualified sports coaching professional with international experience with responsibility for delivering high quality, international standard cricket coaching with the aim of improving the performance and results of the USA Men's National Cricket Team.

This would include developing periodized team training and match preparation programs to compete successfully, developing individual player programs to enable players to progressively develop and compete at higher levels and leading team coaching and support staff to provide a world-class daily training environment for the players and team.



Core responsibilities include:

Planning, Development and Implementation

- Provide regular input into the annual and future Men's National Team competition and training schedule to meet the needs of competing successfully on the international stage.
- Develop and implement a coherent team coaching plan and individual player development plans to fully develop the potential of the Men's National Team and players.
- Prepare the Men's National Team appropriately for the format of key events and competitions to ensure successful performance.
- Provide support to the Cricket Operations Director and other members of management, in the development and implementation of:
 - o the elite cricketer pathway for men and boys towards USA Cricket's national and representative teams;
 - o 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; and
 - o an annual operational high performance plan for the Men's National Team 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.

Player Training and Development

- Monitor and set appropriate time-frames to ensure a consistent supply of quality players to meet the immediate and longer-term objectives and needs of the Men's National Team.
- Establish relevant and suitable individual training and development action plans for each Men's National Team player to enhance their capacity, skills, performance and consistency to be best prepared for success on the international stage.
- On a day-to-day basis, manage, monitor and conduct the Men's National Team daily training environment including facilities and coaches, daily schedules, session plans, player workloads, player communication and matters related to upholding discipline and team codes of conduct.
- Ensure that player 'down-time' is spent constructively in enhancing broader personal growth, welfare and experience outside of cricket.
- Work closely with other coaches in other domestic and national programs to ensure that USA teams have a consistent approach to individual player development.

Team Environment

- Build a strong, united team spirit and a common vision and values amongst the players in the Men's National Team.



- Motivate and assist players individually to enable them to best fit and advance the Men's National Team environment.
- Enhance the behaviors and professionalism of the Men's National Team players to establish them and the team as leaders within the wider USA cricket community and nationally as a sport worthy of broader recognition.
- Establish an effective Leadership Group to collectively represent the interests of the Men's National Team.

Selection, Competition and Performance

- Provide input, insight and guidance to help inform the discussions of the National Selection Panel (in accordance with the terms of the Selection Policy) and assist with decisions relating to the determination of player contracting arrangements and establishing the best balance teams and squads relevant to the conditions and opposition for both home and away tours.
- Attend international, national and regional tournaments and camps as required to view and develop current and future players for the Men's National Team.
- Provide technical and tactical support and advice to the Men's National Team captain including the sourcing of key information on opponents in order to develop specific plans and strategies for each match.
- Manage the workload of Men's National Team players, and particularly fast bowlers, to ensure high quality competitive performances in international matches.

Support Staff Management and Development

- Manage key support staff and be responsible for defining their roles, monitoring and appraising their performance and ensuring their ongoing professional development.
- Conduct regular multi-disciplinary reviews and meetings with the Men's National Team coaching and support staff to assess player progress and establish training programs, facility and equipment needs.
- Conduct as required, and in collaboration with the Cricket Operations Director and other relevant coaches, coaching workshops, seminars and other activities to educate other coaches within the USA high-performance pathway.
- Coordinate and liaise with medical and sports science advisors to manage the treatment and prevention of injuries within the Men's National Team program.

Review, Monitoring and Evaluating

- Provide a regular schedule of appropriate physical and other testing to ensure the most relevant information is available to assess and develop individual players.
- Undertake annual and regular reviews of player performance against set KPIs and contribute to the determining of annual player contracts.



- Provide an effective learning environment for Men's National Team players through structured preview and review sessions utilizing video analysis and performance tools as appropriate, and ensure the Men's National Team regularly assesses and makes use of the latest technologies and advances in cricket coaching.
- Follow a plan, do, review approach to identify barriers to best performance of the men's National Team and, in consultation with senior management, develop appropriate and innovative solutions.
- 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 Cricket Operations Director and/or Chief Executive, as required from time to time.

QUALIFICATIONS:

Required Qualifications, Knowledge and Experience:

- Minimum of ECB or CA Level 3 (or equivalent) cricket coaching qualification.
- Minimum of five (5) years of coaching experience within a professional or semi-professional cricket environment (e.g. ICC Full Member First-Class Team / National Team or ICC Associate Member National Team).
- A track record as a coach of delivering results in high pressure and competitive cricket matches and events.
- Proven success in effectively leading, managing, developing and motivating high performance professional players, teams and a multi-disciplinary support staff.
- Working knowledge of high-performance cricket environments and performance, current trends in international cricket formats and international playing conditions.
- Comfortable with the latest high performance, analysis and monitoring technologies as they apply to cricket.
- Disciplined, self-motivated and with a strong work ethic to operate independently, or as part of a team, in a high-profile, growing and challenging sporting organization.
- Excellent interpersonal communication skills and able to establish and maintain relationships with diverse groups of players, coaching staff, management and Board members.
- Exceptional planning, co-ordination and organisational skills.
- A willingness to travel and to work evenings, weekends, and holidays as required.

Additional Desirable Qualifications, Knowledge and Experience:

- A deep understanding of the challenges facing Associate Member cricket and/or the development of cricket in the United States.
- ECB or CA Level 4 or equivalent cricket coaching qualification.
- At least two (2) years of Head Coach experience in a Full Member professional cricket environment.
- First-Class or International playing experience
- Human Movement or Sports Science professional qualification



- Degree level education in Sport Management or a related management field.

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.

APPLICATION PROCESS:

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, under the subject title: **Application – Men's Head Coach**.

The closing date for all applications will be 5pm PT on Tuesday 31 December.