



Headmaster T N M Lawson

# Performance Coach - Cricket 2023

## Introduction

We are seeking a high calibre individual with significant experience within cricket as either a player or coach, to lead the coaching and performance element of the Cricket Programme at Eastbourne College. The successful candidate will be passionate about translating their positive experiences within the game to pupils.

The position would suit someone already working in a similar role in the sector, or an experienced professional player or coach wanting to put his or her experience to use in a different context.

## The College

Eastbourne College is a co-educational HMC independent school of just over 660 pupils, of whom half are full-time boarders. It is a strong community with excellent links with local schools and the remarkable town in which it is located.

Academic standards are very high with an average of 85% of A-level grades being awarded A\*, A or B in the last four years. At GCSE approximately two thirds of all grades awarded are A\* or A. The College recruits from a wide ability range and value-added outcomes are exemplary. The majority of College leavers enter higher education in leading universities at home or abroad.

The College is run as a seven-day week, full boarding school. Day pupils share the same wide curriculum as boarders and enjoy equal access to the physical and human resources of the school. Day pupils can complete their prep in Houses; buses run at both 18:00 and 20:00 on weekday evenings.

We are proud of our rich cultural and sporting traditions. The recently built Birley Centre is a hub of music practice, performance, composition, and recording. There is an established partnership with Glyndebourne and links with Rambert Dance Company, local artists, and musical ensembles. College artists exhibit in London, actors have starred in film and TV; the Design & Technology department wins an extraordinary number of Arkwright scholarships. We have an enviable reputation for sport both regionally and nationally. Eastbournians frequently represent the county in hockey, rugby, cricket, and netball; several old Eastbournians have gone on to achieve international honours. There are also thriving CCF, D of E and service programmes.

Eastbourne College places great emphasis on the importance of developing a school in which education is built on core values and positive, supportive relationships. These central qualities will endure long after a

student moves on from the College. The five key values of participation, the pursuit of excellence, integrity, courtesy, and kindness are, it believes, the bedrock upon which every child's education should stand, providing them with the wherewithal to flourish both at school and beyond.

More information about the College may be found by visiting the website:

[www.eastbourne-college.co.uk](http://www.eastbourne-college.co.uk)

News of latest events can also be found by visiting our Facebook page:

<https://www.facebook.com/EastbourneCollege>

## Cricket at Eastbourne College

Eastbourne College strives for all pupils to be instilled with a life-long love of sport and the positive values it encapsulates. The College aims to be a centre of sporting excellence in cricket, measured through prominent appearances at county, regional and national level and through creating opportunities for all pupils to enjoy learning and developing in the sport. The College has an advanced cricket programme and provision for players which includes, but is not limited to, one to ones, timetabled training sessions and a strong fixture card. Over the last six years the College has enjoyed some of the most successful seasons in the school's history; evidence that cricket is genuinely thriving at all levels. Six recent Old Eastbournians in that time are currently playing professional or international cricket for Sussex, Kent, and Zimbabwe. Many of our current boys and girls are involved in county cricket programmes, both at Sussex and Kent. The College boasts a world class cricket facility and coaching equipment, including five indoor cricket lanes.

Eastbourne College aims to be ever-more rooted in the local community and a key part of our sports development programme is to cultivate and reinforce links with our traditional feeder schools, local clubs, and local primary schools. Not only does this play a vital part in promoting the College and recruiting pupils into the school, but it also plays a significant role in ensuring that the College is further embedded as an integral part of the remarkable town in which it is located. The Performance Coach – Cricket, will work closely with the Director of Cricket in building and fostering these links.

St Andrews Prep is an important tributary school of the College and supporting the development of cricket at the grass roots level at St Andrews will also be a pivotal aspect of the role. It is expected that through working closely with pupils at St. Andrew's, they will arrive at the College imbued with the passion and skills required to support our on-going sporting success.

## Job Description

1. **Job Title:** Performance Coach - Cricket
2. **Responsible to:** Director of Cricket
3. **Job Summary:** To support the provision of cricket at Eastbourne College in line with the school's core values of participation and pursuit of excellence. To set an example with regard to top-class coaching and the values in which sport is played in the school. To promote the excellence of College cricket regionally and nationally.

### 4. Duties and Responsibilities

#### Coaching

- a) To be an exemplary coach of cricket, leading by example and supporting other cricket staff in their coaching skills development.
- b) To be responsible, alongside the Director of Cricket, for the coaching of the College 1st XI squads.
- c) To deliver 40 hours a week during all three terms.
- d) To assist in the delivery of match day logistics.
- e) To work closely with the Director of Cricket to ensure that a consistent, coherent strategy for player development exists in the school.
- f) To deliver and support staff and players at all levels in all games sessions as directed by the Director of Cricket.
- g) To organise and run the 1-2-1 programme.
- h) To make arrangement for, support and deliver pre-season training camps in consultation with the Director of Cricket and be available for any major cricket tours.
- i) To deliver coaching sessions at feeder schools to the College as guided by the Director of Cricket in agreement with the Director of Sport. This includes the MCC hub run at the College.
- j) To work with the Director of Cricket to coach at St. Andrew's School when appropriate to further develop consistent links between the two schools: leading coaching sessions and supporting staff CPD as necessary.
- k) To help forge links with Sussex CCC and other counties as necessary to ensure that opportunities are made for individuals to gain representative honours.
- l) To develop and grow relationships with local clubs, feeder schools and others to build external capital.
- m) To develop reputational recognition of, and value for, College cricket locally, regionally, and nationally.
- n) To work with the Director of Sport to maximise the potential for cricket development through the enhanced facilities available upon the completion of Project 150.
- o) To work with the catering and transport departments as necessary.
- p) To advise the Director of Sport on identification of potential candidates for sport scholarships at 13+ and 16+ and named cricket awards plus assisting in their assessment and selection.
- q) To help deliver one-to-one sessions to cricket scholars as identified by the Director of Cricket and Sport.
- r) To be available for national cup competitions in the summer term as required, which can include occasional Sundays.

### Safeguarding duties

- a) The post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom they are responsible, or with whom they come into contact will be to adhere to and ensure compliance with the School's Safeguarding and Child Protection Policy Statement and staff code of conduct at all times.
- b) The post holder will be engaging in regulated activity. There are particular safeguarding issues requiring attention for this post.
- c) The responsibility for pupil discipline, occasional one-to-one settings or trips/transport, and variety of situations require staff in this post to have a deep and wide understanding of safeguarding procedures. They have a broad view of pupil behaviours and should exercise vigilance regarding child protection issues.
- d) If in the course of carrying out the duties of the post the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the School, they must report any concerns to the School's Designated Safeguarding Lead or, if they are the School's DSL, to the Headmaster and relevant agencies.

### Other

- a) To attend INSET and other training courses as appropriate as requested by the Director of Cricket and Director of Sport, the Deputy Head (Co-curriculum) or other members of the Senior Management Team.
- b) To help deliver holiday cricket courses as directed by the Director of Cricket, Director of Sport, and Deputy Head (Co-curriculum).

### Additional

Other dimensions may be added to the role according to the skills exhibited by the appointee. These may include, by way of example:

- To play a pastoral role by acting as a mentor to the cricket scholars in the College as directed by the Director of Sport.
- To attend whole school celebratory or congregational events as requested by the Deputy Headmaster.
- To carry out other duties associated with the role as requested by the Headmaster or other member of the Senior Management Team.

In making the appointment the Headmaster will have regard to the experience and potential specifically exhibited by candidates. The exact delineation of responsibilities will be determined by the strengths and interests of the appointee.

This job description may be altered to meet changing educational context at the discretion of the College.

## 5. Person Specification

Applicants should be able to demonstrate the following:

Attribute	Essential	Desirable
Education and Training	<ul style="list-style-type: none"> <li>Evidence of continuous personal and/or professional development</li> <li>ECB Level 2, or similar, accredited coaching qualification(s).</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of playing and/or coaching cricket at a credible, representative level</li> <li>Educated to degree level or beyond</li> <li>Teaching qualification</li> <li>ECB Level 3, or similar, accredited qualification(s).</li> </ul>
Experience	<ul style="list-style-type: none"> <li>An ability to coach cricket to young people of all abilities</li> <li>An ability to coach and develop talented players to representative level</li> </ul>	<ul style="list-style-type: none"> <li>Schools experience</li> <li>Experience of working in a boarding/residential environment</li> </ul>
Skills	<ul style="list-style-type: none"> <li>Excellent communication and listening skills</li> <li>Strong organisational and administrative skills</li> <li>A high level of ICT competency</li> <li>An inclusive manner and the ability to work in a team.</li> <li>The ability to interpret quantitative and qualitative feedback; to monitor and evaluate</li> </ul>	<ul style="list-style-type: none"> <li>An ability to be involved with other sports in the school programme</li> </ul>
Personal Qualities	<ul style="list-style-type: none"> <li>A belief in the College's core values and the determination to uphold them</li> <li>An ability to set deadlines, meet them and manage expectation against them.</li> <li>An ability to build, foster and sustain positive relationships with all in the College community</li> <li>Patience, compassion, courage, resolve and objectivity.</li> <li>Dedication, loyalty, commitment, and positivity</li> <li>Capacity for hard work</li> <li>Being a positive role model for all in the College community by virtue of approachability, personal conduct, and standards of expectation.</li> </ul>	

## 6. Salary and Conditions

The successful applicant will be remunerated at a level representing their qualifications, skills, and experience. Specifics of this can be discussed with the Headmaster at interview.

Accommodation may be available.

All appointments are made subject to a satisfactory medical disclosure, online search, an enhanced DBS, and any other pre-employment checks deemed necessary by the College.

The College is a non-smoking establishment.

## 7. Safeguarding and Equal Opportunities Statement

Eastbourne College (Incorporated) is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The appointment is subject to an enhanced DBS check, pre-employment medical questionnaire and positive references.

The post is exempt from the Rehabilitation of Offenders Act 1974 and the Charity is therefore permitted to ask job applicants to declare all convictions and cautions (including those which are "spent" unless they are "protected" under the DBS filtering rules) in order to assess their suitability to work with children.

Eastbourne College (Incorporated) welcomes applications from all sectors of the community as we aspire to attract staff that match the social and cultural diversity of our pupil intake. We consider the most important factor to be the right skills, abilities and attitude for the job which will ultimately improve the wellbeing and education of the pupils.

## 8. How to Apply

To apply, please visit [www.eastbourne-college.co.uk/contact/employment-opportunities](http://www.eastbourne-college.co.uk/contact/employment-opportunities) and click the **Apply Now** button to complete the required application form.

A letter of application (addressed to the Headmaster), evidencing your suitability for the post against the job description and person specification described above, and an up-to-date CV should be uploaded with this online application form.

Please provide two or three referees, from whom we will request references should you be shortlisted for the post.

- One referee must be your current or most recent employer (for teachers this means your head, or a line manager's reference countersigned by the head).
- Where you are not currently working with children, but have done so in the past, one referee must be from the employer by whom you were most recently employed in work with children.
- Please note, references will not be accepted from relatives or from referees writing solely in the capacity of friends or current employees of Eastbourne College or St. Andrew's Prep.
- Referees will be asked about whether you have been the subject of any safeguarding concerns.
- Referees should be a senior person with the appropriate authority.

Applications should be received by no later than **noon on Friday 3 November 2023**.

All candidates will be contacted shortly after the closing date with **interviews taking place at the College during week commencing Monday 6 November 2023**.

For further information please contact [hr@eastbourne-college.co.uk](mailto:hr@eastbourne-college.co.uk)

## **9. Postscript**

There are many attractions to coaching at Eastbourne College, not least its location on the south coast in the sunniest part of the country.

The College provides a safe urban environment in an attractive part of a peaceful town where pupils have easy access to shops, cinemas, and theatres at appropriate times, and this strengthens the boarding experience. The railway station is close, with easy travel to Gatwick (one hour) and London (under 90 minutes). The beach and sea are a five-minute walk away and the South Downs (the newest National Park) are literally on our doorstep.

The school is a strikingly happy, cohesive, and coherent community. We look forward to meeting you.