



## Cricket Tasmania Position Description

<b>Position:</b>	High Performance Coach (Greater North)
<b>Department:</b>	High Performance
<b>Manager:</b>	Head Coach - Male Program (Tigers, Hurricanes & Pathway)
<b>Direct Reports:</b>	n/a
<b>Role Purpose:</b>	Provide quality coaching support to Cricket Tasmania High Performance programs.
<b>Document Date:</b>	April 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.
- Tailor the game to secure the future of cricket

### Key Responsibilities

#### Leadership in Greater North

- Provide leadership for the Greater Northern Region in the high performance pathway to deliver outcomes for players and coaches which achieve agreed target with key stakeholders.
- Stakeholders include:
  - Head Coaches of Male and Female Programs
  - Pathway Lead Coaches and State Coaches Male and Female
  - Coach Development Manager
  - Coach and Talent Specialist Managers
  - North and North West Community Cricket Regional Cricket Managers
  - Greater Northern Raiders Board and Head Coaches

#### Regional Pathway Players – North and North West

- Identify players throughout season from male and female pathway for consideration into;
  - Academy programs
  - State programs
  - Greater Northern Raiders
  - Club cricket
- Assist with selection for players for State Squads by working with State Pathway Coaches
- Plan and deliver appropriate training programs for Great Northern Players of Interest
- Oversee and prepare players for National Carnivals who are based in Greater North
- Provide feedback to State Program coaches on how their players are tracking
- Work closely with State coaches to ensure coaching and delivery is aligned and consistent messages are achieved

#### Regional Specialist Skill Groups – Male and Female

- Oversee, plan and deliver program in special skills groups for players where required and agreed with State Pathway Coaches
- Oversee and Manage our part time coaches in the North and North West

- Work in Conjunction with Darren McNees to ensure our pace bowlers are completing workload requirements
- Ensure group and individual training sessions are delivered to a high standard and inline with agreed plans with State Pathway Coaches

#### **Talent Management - Greater Northern Region**

- Ensure appropriate player development practices are occurring within key regional programs linked to state championships and regional pathways.
- Provide coaching support and assist with planning and implementing training programs for all regional coaches across the greater north.
- 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.
- Ensure up to date and accessible data is available on players along with depth charts on AMS for the Greater Norther region male and female players from age Under 13 through to Under 19
- Where applicable assist selection of state championships teams as the key leader of high performance in the Greater North.

#### **Coach Development – Greater North**

- Build and maintain a network of coaches across the region through the management and delivery of Coach Accreditation courses at community and representative level as required by the Coach Development Manager
- Support the Coaching & Talent Specialist and the Coach Development & Pathway Manager to ensure Greater Norther Coaches are being developed.
- Maintain communication with Greater Norther coaches through clear and effective methods and regular contact.
- Assist the Coach Development & Pathway Manager with the planning, preparation and delivery of the Greater Northern Representative Course annually.
- 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.
- Attend Cricket Australia Coach Education & Development seminars, conferences & courses locally, interstate or internationally as required

#### **Premier & Grade Cricket (Greater North)**

- Ensure the continuous 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 (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

#### **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 alignment within HP Player and Coach Pathways in Tasmanian Cricket

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#### **Key Stakeholders**

- The Cricket Managers throughout the state/region
- State Talent Manager
- State Coach Development & Pathway Manager
- Coaching & Talent Specialist
- State General Manager - High Performance
- Associations, clubs and coaches throughout the state & regions

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#### **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.

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#### **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.

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#### **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.

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#### **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.

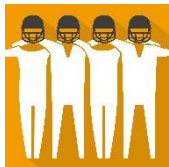


### **MAKE EVERY BALL COUNT**

**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
- Selection of players at specialist camps (NCC)
- Promotion of Coaches to Australian Youth or Senior programs
- Selection of youth players to Academy Program

### **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.