



Job title: **Women & Girls Academy Lead**

Location: Sophia Gardens, Cardiff – due to the nature of the role the post holder will be required to travel to other venues

Hours: 37.5 hours per work – due to the nature of the role the post holder will carry out their duties at such times/days which are most effective to perform the tasks required. This will include evenings, weekends and Bank Holidays and will require travel across Wales, Gloucestershire & Wiltshire.

Salary: £30-35k

Contract Term: 3 Years

1. Job Summary

Women's cricket is undergoing significant change with the introduction of a new three-tier structure for professional cricket Glamorgan will begin in Tier 2 in 2025 but have been awarded Tier 1 status beginning in 2027.

The Women's Academy Lead will be responsible for leading on the development of female Glamorgan Academy cricketers, in line with the Glamorgan CCC strategy and ensuring compliance with all ECB standards.

2. Strategy

- The Club's vision is to 'Make Wales Proud'
- The strategic objective for Women and Girls cricket is to 'Become the Number One Women's Team sport in Wales and to embed a '1 club, 2 teams' approach
- The current club values are 'Team, Respect and Hwyl'

3. Nature and Scope of Role

The Women's Academy Lead is an exciting role which will be pivotal in shaping the culture of the organisation as the club prepare for Tier 1 status in 2027 by developing young players across Wales, Gloucestershire & Wiltshire who can transition successfully into professional cricket.

b. Key Working Relationships

- Glamorgan CCC Head of Women and Girls Cricket
- Glamorgan CCC Director of Cricket
- Glamorgan CCC Coaches and staff
- Glamorgan CCC Women's Head Coach
- Glamorgan CCC W&G EPP Lead Coach
- Glamorgan CCC Senior Players
- Glamorgan CCC Pathway players and parents/guardians
- Glamorgan CCC Cricket Administrator
- Wiltshire CCC Staff
- Gloucestershire CCC Staff
- Local Universities
- Cricket Wales

3. Responsibilities

Key Responsibilities:

- Provide and deliver coaching expertise across the Glamorgan Academy and talent pathways at Glamorgan CCC
- Oversee the individual development of all players in the Glamorgan Academy to include talent identification from associated talent pathways.
- Ensure the delivery of the Glamorgan Academy is aligned to the ECB and Glamorgan Talent Development Framework to provide a joined up, game-wide approach to talent development.
- Ensure that Academy players are inspired, challenged and engaged in a year-round high-performance program to maximise development.
- Ensure the effective management of high potential players who are identified as having the attributes to progress on to the England pathway ensuring a collaborative and individualised approach to their programme delivery.
- Ensure the integration of effective and appropriate Sports Science and Medicine support for all players
- Influence partner counties to plan for the development of players through programmes that value holistic and positive development experiences.

- Contribute to the development of a talent identification and recruitment strategy for Glamorgan CCC which aims to ensure programmes are accessible, broadens the player pool and drives diversity and inclusion.
- Ensure players develop personal excellence through relevant, individualised and outstanding learning and development experiences.
- Develop a robust communication plan to ensure collaboration in the delivery of talent development; this should include a plan for dialogue and engagement with parents.
- Develop coaches and coaching within county age group programmes.
- Keep up to date with best practice and expertise across the fields of talent development and attend ECB CPD events and meetings to support the drive for a world leading player pathway.
- Demonstrate a strong commitment to equality, diversity and inclusion behaviours with fair decision-making and working practises
- Ensure compliance with all Glamorgan policies including Health and Safety and HR
- Show a strong commitment to the safety and welfare of children and ensure that the ECB Safe Hands and Safeguarding policies are embedded and always monitored.

Other

- Any other duties as reasonably directed by the Head of Women's cricket or Director of Cricket consistent with the grading of the role

5. Skills, Knowledge and Experience

	Essential	Desirable
Experience	<ul style="list-style-type: none"> • Relevant experience and expertise of delivering a high functioning development programme. • Experience and proven track record of developing players and coaches, including talent identification 	<ul style="list-style-type: none"> • Coaching experience in Women's cricket
Knowledge	<ul style="list-style-type: none"> • High-level of cricket and coaching knowledge • ECB Level 3 coaching qualification (or equivalent) • Demonstrable experience of successfully preparing and managing development programs. • Up to date First Aid and Safeguarding qualifications • A valid ECB DBS certificate • Right to work in the UK • Current Driving License 	<ul style="list-style-type: none"> • ECB Level 4 coaching qualification (or equivalent)
Skills	<ul style="list-style-type: none"> • Effective administration and organisational skills • Able to motivate and inspire staff and players • Be able to create, manage, develop and implement individual development plans for all players • Desire to challenge yourself to keep improving the program, players and staff. • Ability to plan and organise effectively • Excellent leadership, communications, inter-personal and influencing skills • Ability to work effectively within a diverse team 	<ul style="list-style-type: none"> • Able to think strategically and deliver both long- and short-term objectives • Digital skills, including the usage of social media channels

Qualities & Attitude	<ul style="list-style-type: none"> • A clear passion for changing lives and making a difference through sport • Show a strong commitment to working towards EDI principles • Outstanding levels of integrity, professionalism and leadership • Ability to perform under pressure, self-motivated • Resilience • Able to develop and maintain positive working relationships • Commitment to exceptional standards • Able to be innovative and think creatively 	<ul style="list-style-type: none"> • Able to adapt to change
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This job description is only a summary of the role as it currently exists and is not exhaustive or comprehensive. The responsibilities and accountabilities might differ from those outlined and other duties, as assigned, might be part of the job.