

# POSITION DESCRIPTION

<b>Position:</b>	Junior Director of Coaching
<b>Manager:</b>	Cricket Victoria (Coaching and Talent Specialist and Area Manager)
<b>Direct Reports:</b>	Association Committee / Executive
<b>Role Purpose:</b>	This is an important role that sits within cricket associations across Victoria. It is designed to educate, develop and empower coach developers and junior coaches to deliver quality cricket experiences to junior players. It is a dedicated role to support coach development based within an association with a focus on retention of players.
<b>Document Date:</b>	18 May 2021

## Victorian Cricket Strategic Link

Victorian Cricket strategic link to this position:

- Deliver the best High Performance system in Australia that feeds Victorian, Big Bash and Australian teams
- Lead Australia in inspiring and supporting women and girls to love cricket
- Promote cricket in Victoria by telling our story better
- Attract, develop and engage great people
- Prioritise diversity and inclusion across Victorian cricket

## Key Responsibilities

- 1. Assist clubs within your association to recruit & appoint a Coach Developer (Lead Coach)**
  - Build and maintain a network of Coach Developers across the clubs within your cricket association (a Coach Developer or Lead Coach is a key contact within each cricket club who can lead coach education and development at their club and be a sounding board for all junior coaches).
- 2. Provide training & on-boarding to Coach Developers**
  - Run seminars and education sessions (practical and online) to connect with club-based Coach Developers and in turn their local junior coaches
  - Facilitate coach development discussions focusing on developing fun, engaging and challenging cricket environments to influence junior player retention, holistic player development & enhance the skills and knowledge of coaches.
  - Support Coach Developers to embed The Australian Way coaching philosophy throughout the coaches in their club.
- 3. Provide 'hands on' support, advice and encouragement to the Coach Developers within their junior club environment.**
  - Attend local club trainings of clubs within your association to work with coach developers and junior coaches to support coaches to continually improve their coaching and enhance the environment they provide to their players.
- 4. Ensure coach developers and junior coaches across the association are aware of further coach development initiatives provided by Cricket Victoria and Cricket Australia**
  - This includes promoting use of the CA Coach App

- Promoting and encouraging enrolment in coaching masterclasses and seminars
  - Promoting enrolment in formal Coach Education Courses: Community Coach Course and Representative Coach Course (where appropriate).
- 5. With aligned CV Coaching and Talent Specialist work on a schedule of Community Coaching Courses and Masterclasses / Seminars to be delivered within your cricket association or region**
- Ensure the content of masterclasses is relevant for the needs of coaches within your association and continually builds on their skills to enhance their players' enjoyment and development.
- 6. Facilitate Community Coaching Courses for junior coaches within your association**
- Following relevant training from Cricket Victoria, you may be asked to facilitate Community Coaching Courses for local junior coaches within your cricket association or region.

## Key Performance Indicators

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1. Assist delivering a coaching masterclasses/workshop for the association
2. Assist delivering a community coaching course for the association
3. Assist delivering a Junior Format session for the association
4. Attend all sessions delivered by CV Lead Coach Developer and CV Female Coach Developer
5. Promote CA Coach App at every club visit
6. 75% club uptake on lead coaches
7. Attend/observe club training sessions with feedback
8. Promote female coaching within association.

KPIs will be reviewed annually and may change over time in line with CV strategic priorities.

## Key Stakeholders

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- CV Coaching and Talent Specialist
- Association Executive / Committee
- CV Community Cricket Staff: Area Manager, Cricket Manager, Cricket Officer
- Coach Developers within clubs
- Junior Coaches
- Cricketers
- Parents

## Key Position Requirements

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### Essential

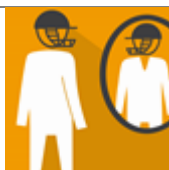
- Excellent communication skills
- Current Victorian Employee Working With Children Check

### Desirable

- Competent computer skills with Microsoft applications
- Representative Coaching Accreditation

## Australian Cricket Values

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**BE REAL**  
 WE'RE REAL ABOUT CRICKET'S FUTURE  
 Show respect, talk straight.  
 Never be afraid to challenge or be challenged.



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**SMASH THE BOUNDARIES**

**GO FOR IT...CHANGE THE WORLD**

Innovate. Be comfortable being uncomfortable.  
Challenge the status quo without fear of failure.

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**MAKE EVERY BALL COUNT**

**BE RELENTLESS... PLAY TO WIN**

Do what you say. Deliver.  
Make Decisions.

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**STRONGER TOGETHER**

**GO FURTHER... COLLABORATE.**

Embrace diversity. Listen. Customer's voice 1st.  
Do what's best for cricket.

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## Child Protection

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It is your duty to comply with Cricket Victoria's 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.

## Governance

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It is your duty to comply with Cricket Victoria's policies and procedures which set out governance standards and manage risks for our organisation. You are responsible for being aware of and complying with all policies and procedures.

## Duties Under Workplace Health & Safety Requirements

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We are committed to protecting the health, safety and wellbeing of all of those that work with us.

Your duties are to:

- Comply with all Cricket Victoria policies, procedures and relevant legislation;
- Comply with all reasonable instructions from managers in relation to health and safety;
- Take reasonable care of your own health and safety;
- Ensure your actions or omissions do not adversely affect the health and safety of other persons;
- Report any hazards, near misses and incidents to your manager and complete the required formal report mechanism; and
- Complete relevant health and safety training.

## 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.