



3130 20th Street  
San Francisco, CA 94110  
USACRICKET.ORG

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

<b>Title:</b>	Women's National Head Coach
<b>Location:</b>	Flexible (but must be domiciled in the USA mainland)
<b>Hours and Scope of Work:</b>	<p>The precise hours of work and scope of the role are yet to be fully determined and will be discussed further with all short-listed applicants as part of the process.</p> <p>Candidates applying for this role need to be aware that the position may include 'out of hours' work, including overseas travel and internally within the USA.</p>
<b>Reporting To:</b>	Cricket Operations Director
<b>Date Released:</b>	15 May 2022
<b>Closing Date:</b>	23 May 2022

### About USA Cricket:

USA Cricket (USAC) is the National Governing Body (NGB) for the sport of cricket in the United States. It is recognized as an Associate Member of the ICC. It is a non-profit corporation incorporated under 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 the United States cricketers to compete in national and international competition successfully.

As a new organization, USAC currently supports more than 16,000 members and expects to grow significantly in 2022 and beyond, to unify the estimated 200,000 players, corresponding leagues, clubs, coaches, officials, administrators, and fans under the USAC umbrella, and affirm its position as the sole governing body for cricket in the United States.

Further information about USA Cricket can be found on the USA Cricket website: [www.usacricquet.org](http://www.usacricquet.org).

### Position Summary:

The Women's National Head Coach (**'Women's Coach'**) will be a competent and qualified sports coach with significant USA domestic cricket experience and exposure to the international cricket environment.

The Women's Coach will have a **primary responsibility** for delivering high-quality individual and team coaching with a particular emphasis on developing a mixed squad of senior and junior players. Currently, the role would include responsibility for developing the appropriate coaching structure and support environment around the national senior team.

The Women's Coach will also have **responsibility** for the USA Cricket Under 19 Women's Team (**'Under 19 Team'**) in delivering improved performance and results of the Under 19 Team and its players and ensuring continuity of philosophy, planning and structure from the Women's Team and across the Women's High-Performance Program. The precise scope of this aspect of the role will depend upon several factors, including the specific skills, experience, and fit of the successful applicant and the playing commitments of all teams across the entire program.

Further support through a regional coaching structure currently being developed.

The Women's Coach will work in close collaboration with the Cricket Operations Director on strategic matters and is a member of the Women's Selection Committee. This person must have a "can do anything" mindset and be prepared to multi-task across diverse work demands as part of a growing organization. The role will involve traveling globally and within the USA and the ability to operate out of routine office times.

**Reports To:**

Cricket Operations Director

**Responsibilities:**

*Planning, Development, and Implementation*

- Provide regular input into the annual and future Women'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 Women's National Team and players.
- Prepare the Women's National Team appropriately for the format of key events and competitions to ensure successful performance.
- Coordinate with the Women's National Team Manager to carry out team management and logistics support.

*Player Training and Development*

- Establish and maintain relevant and suitable Individual Player Plans for each Women's National Training Group player to enhance their capacity, skills, performance, and consistency and be best prepared for success on the international stage.
- On a day-to-day basis, manage, monitor, and conduct the national team's 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.
- Support the national team to ensure that the players constructively use their 'down-time' outside of cricket to meet their broader personal growth, education, welfare, and experience goals.
- Work closely with other regional coaches in other domestic and national programs to ensure a consistent coaching approach so that identified Women's National Team players can maximize their individual development.

*Team Environment*

- Build a robust and united team spirit and a shared vision and values amongst the Women's National Team players.
- Motivate and assist players individually to enable them to best fit and advance the Women's National Team environment.
- Enhance the behaviors and professionalism of the Women'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.
- Be an exemplar of professionalism, respect, and empathy to create a healthy team environment.

*Selection, Competition, and Performance*

- Participate in Women's National Team selections as a member of the National Selection Panel and assist with determining annual player contracts.
- Attend international, national, and regional tournaments and camps as required to view and develop current and future players for the Women's National Team.

- Collaborate with the Women's National Team Captain to establish the best-balanced teams and squads relevant to the conditions and opposition for home and away tours.
- Provide technical and tactical support and advice to the Women's National Team Captain, including sourcing key information on opponents to develop specific plans and strategies for each match.
- Manage the workload of Women's National Team players, 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 Women's National Team coaching and support staff to assess player progress and establish training program, facility, and equipment needs.
- Conduct as required, and collaborate with the Cricket Director and other Head 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 Women's National Team program.

#### *Review, Monitor, and Evaluate*

- Follow a 'plan, do, review' approach to identify barriers to the best performance of the Women's National Team and, in consultation with the Performance Staff Group, assist in developing appropriate and innovative solutions.
- Provide a regular schedule of appropriate physical and other testing to ensure the most relevant information is available to assess and develop individual U19 and other junior players.
- Undertake annual and regular reviews of player performance against set KPIs to provide an effective learning environment for national team players and an objective basis for continued player development and contribute to determining annual player contracts.
- Utilize the latest appropriate technologies and advances in cricket coaching, including preview and review sessions utilizing video analysis, maintaining records on the USA Cricket Athlete Management System, and effectively using other new performance tools and aids as appropriate to ensure the Women's National Team has the best chance of success.

#### *Professional Standards*

- Maintain the highest level of confidentiality in matters sensitive to the USA Cricket's operational activities.
- Adhere to and positively promote USA Cricket's standards and ethics and act professionally at all times.

#### **Working Relationships:**

##### *Supervisory*

- Strength & Conditioning Coach, Specialist Coaches, Match Analyst, Physiotherapist, Other Sports Science and Medicine Staff (as required)

##### *Collaborative*

- Women's and Girls Committee, Cricket Operations Director, Team Manager

### *Key Collaborative Roles:*

- Finalize the Women's National Team competition and training schedule with the Cricket Director.
- Recruit and appraise key support coaching and performance staff for the Women's National Team in conjunction with the Cricket Director.
- Carry out regular player appraisals of players (on an agreed timely basis) for determining annual contracts using established tracking processes in conjunction with the Chairman of Selectors.
- Develop and implement strategies for player improvement in conjunction with the Head Coaches of the Men's National Team, National U19 Teams, and Regional / League Teams.

### **Required Qualifications, Knowledge, and Experience:**

- Minimum of ECB or CA Level 2 or equivalent cricket coaching qualification.
- 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 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 applied to cricket.
- An exemplar of inclusion and respect for all players, support staff, management, volunteers, and the wider community.
- An ambassador of USA Cricket who practices the highest degree of professionalism on and off the field.
- Be a strong motivator to help bring the best out of each player.
- Disciplined, self-motivated, and strong work ethic to operate independently or as part of a team in a high-profile, growing, and challenging sporting organization.
- Strong interpersonal communication skills and ability to establish and maintain relationships with diverse groups of players, coaching staff, management, and Board members.
- Sound planning, coordination, and organizational skills.
- A willingness to travel and work evenings, weekends, and holidays.

### **Additional Desirable Qualifications, Knowledge, and Experience:**

- ECB or CA Level 3/4 or equivalent cricket coaching qualification.
- At least two (2) years of Head Coach experience in a Full Member professional cricket environment.
- Coaching experience within a professional or semi-professional cricket environment
- First-Class or International playing experience
- Human Movement or Sports Science professional qualification

### **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 for applying for the job and highlighting their relevant skills and experience.

Please send all applications to the following e-mail address: [HR@usacricket.org](mailto:HR@usacricket.org), under the subject title: **Application – Women's Head Coach**. For further information, please contact Richard Done at [richard.done@usacricket.org](mailto:richard.done@usacricket.org).

The closing date for all applications will be **11.59 pm PT on Monday, 23 May**.