



# GLOUCESTERSHIRE CRICKET BOARD LTD

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## DISABILITY DEVELOPMENT OFFICER (SUPER 1s) - JOB DESCRIPTION

<b>Job Title:</b>	Disability Development Officer (Super 1s)
<b>Hours of work:</b>	37.5 hours per week
<b>Reports to:</b>	GCB Cricket Operations Manager and Lord's Taverners
<b>Date Effective:</b>	February, 2020
<b>Remuneration:</b>	£20,000 to £23,000 (depending upon experience) + expenses

The Gloucestershire Cricket Board, in partnership with the Lord's Taverners, wish to appoint a Disability Development Officer to deliver the Super 1s programme across Gloucestershire. The officer will provide community based cricketing opportunities, both competitive and coaching, for young people with disabilities. The Development Officer will use the power of cricket as a tool for change; increasing confidence, communication, leadership and independence in the participants.

This role seeks an energetic and enthusiastic individual who has a passion for supporting and developing young people, and working with multiple partners and organisations. The role combines coaching and development work and will be responsible for engaging young disabled people across Gloucestershire into becoming active members of community based Super 1s disability cricket hubs. These hubs will engage in programme wide competition and provide a sense of belonging and community amongst its participants. Using cricket as a tool for engagement, these community hubs will provide personal development opportunities to young disabled people through Sports Leaders, informal learning and other cricketing and non-cricketing opportunities.

### **1. JOB PURPOSE & FOCUS**

The focus of this role is to deliver the aims and outcomes of the Super 1s program which are:

- Create and sustain community led disability cricket hub environments, that operate all year round, and that offer both participation and competitive opportunities
- Develop initiatives that increase confidence, communication, leadership and independence. Ensure participants personal growth can develop beyond cricket

The needs of this role are:

- Plan, deliver and review the Super 1s disability community hubs that are aligned to the needs of the local people
- Successfully engage young disabled people aged 12-25 years old into a community based hub
- Deliver a year-round cricket programme that is diverse, inclusive and is open to young people with a disability from the community

- Develop cricket opportunities for all players of all standards (coaching, tournaments, teams or casual play)
- Deliver a year-round competition that engage all disability community hubs in a minimum of 4 competition days and a final
- Create a sustainable pathway for higher ability players through increased Super 9s and County squad provision, and signpost players through the existing County squad pathway.
- Develop partnerships with external organisations and stakeholders resulting in an enhancement of the cricket development plan
- Manage and run monitoring and evaluation of the programme through the provided online system
- Maintain regular communication and dialogue, whilst also capturing feedback, opinion and a review of satisfaction
- Provide formal written reports and case studies, and ensure that all monitoring and evaluation is undertaken as required
- Work closely with existing cricket clubs to engage with disabled people where possible
- Support the development of the wider pool of volunteers and sports coaches by mentoring and / or signposting for opportunities both formally and informally
- Ensure the branding and identity of the programme within delivery
- Organise and deliver events to raise awareness of the programme
- Increase awareness of the Super 1s programme locally
- Work closely with all other aspects of Gloucestershire Cricket

The successful post holder will be:

- Committed to improving the lives of young people
- Committed to their own personal professional development and play an active role in the professional development of your colleagues
- Represent the Lord's Taverners and Gloucestershire Cricket Board in a positive and professional manner at all times
- Ensure the health, safety and welfare of yourself, participants and others at all times
- Conduct sessions in accordance with the appropriate ECB guidelines and good practice
- Take part in other activities as and when required
- Perform all duties in an equitable manner and to actively promote the principles of equality amongst colleagues, partners and service users
- Conform to, actively commit to and promote both the Lord's Taverners and Gloucestershire Cricket Board values when using any communication

## **2. QUALIFICATIONS AND EXPERIENCE**

### **Essential**

- High levels of energy and enthusiasm and the desire to succeed
- Experience as a cricket coach to ECB level 2 or UKCC2 (or overseas equivalent)
- Experience of delivering community development programmes

- Experience of working within Sports Development with recreational sports clubs and the enthusing of volunteers
- Experience of partnership working and the ability to create strong and sustainable links
- Experience of working in both school and community settings
- The ability to develop and implement high quality, varied and creative activity/cricket sessions
- Good project management skills and ability to prioritise and work to deadlines
- Excellent customer service skills, with the ability to build relationships and communicate effectively with a diverse range of people.
- Effective communicator and the ability to engage with people of all levels
- Excellent leadership skills
- Ability to work independently and as part of a team
- Excellent administrative skills and evidence of project work
- Computer literate and effective user of Word, Excel, Outlook and other Microsoft programmes
- Child protection trained or, commitment to achieving this within a short period of time
- First Aid trained or, a commitment to achieving this within a short period of time
- ECB DBS checked
- Ability to travel independently between sites (Full and valid driving licence)
- Willingness to work 'unsocial' hours, including evenings and weekends

#### **Desirable**

- Understanding and experience of a variety of Cricket Development programmes
- Experience of managing a cricket coaching programme
- Experience of working with inactive people in recreational sport and/or physical activity sessions
- Experience of working with people with disabilities
- Experience of mentoring, supporting and encouraging volunteers
- Experience of monitoring and evaluating the impact of sessions and programmes
- Experience of working on cricket specific projects
- Experience of teaching/coaching children of all ages

### **3. SUPERVISION AND WORK PLANNING**

The Disability Development Officer (Super 1s) will be employed by Gloucestershire Cricket Board Ltd and line managed by the Cricket Operations Manager. The officer will work across the County of Gloucestershire and the City of Bristol and will have their offices at either The Bristol County Ground, Nevil Road, Bristol, BS7 9EJ, or the *City Works*, Alfred Street, Gloucester, GL1 4DF.

The employee's normal working days will be Monday-Friday and will normally be expected to complete at least 37.5 hours in a week. The employee will not normally be required to work before 9am, however, due to the nature of the work involved in this position, the

employee will be required to work some evenings and possibly weekends. The post holder will be required to carry out their duties at such times and on such days that are the most effective to perform the responsibilities of the position.

#### **4. GENERAL**

This job description outlines the principle accountabilities/main duties relating to this post and does not describe in detail all of the duties required to carry them out. Other duties may be required to be undertaken from time to time as directed by the Gloucestershire Cricket Board

If you require further information about this post, please contact Chris Munden on 07557 924941. If you would like to be considered for this post please send your up-to-date CV, along with a covering letter, explaining your reasons for applying to:

Chris Munden  
Gloucestershire Cricket Board  
The Bristol County Ground  
Nevil Road  
Bristol  
BS7 9EJ

#### **5. Important Dates**

- Deadline for applications is Midnight on Friday 7<sup>th</sup> February
- Shortlisting will take place week of 10<sup>th</sup> February
- Contact will be made with all applicants by end of work on Friday 14<sup>th</sup> February

Interviews, at the Bristol County Ground, Bristol, on Tuesday, 18<sup>th</sup> February.