



DISABILITY DEVELOPMENT OFFICER - JOB DESCRIPTION

Job Title:	Disability Development Officer
Hours of work:	35 hours per week
Reports to:	Cricket East and Lord's Taverners
Date Effective:	January 2022
Remuneration:	£20,000-22,000 depending on experience + expenses

Cambridgeshire, Cricket East (Bedfordshire and Huntingdonshire), and Hertfordshire, in partnership with the Lord's Taverners wish to appoint a Disability Development Officer to deliver Lord's Taverners disability programmes (Table Cricket and Super 1s) across these four local counties. Through Super 1s, 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. The role will also oversee other disability initiatives including Table Cricket, Champion clubs and the disability pathway which directly contribute to the disability strategy of the ECB / Lord's Taverners partnership.

This new and exciting role seeks an energetic and enthusiastic individual who has a passion for supporting and developing young people, working with multiple partners and organizations.

▪ JOB PURPOSE & FOCUS

The focus of this role is to deliver the aims and outcomes of the Super 1s programme and disability cricket across the four counties. These include:

- To promote and develop disability cricket in community hubs and offer both participation and competitive opportunities
- Develop initiatives that increase confidence, communication, leadership and independence. Ensure participants personal growth can develop beyond cricket
- To promote and deliver the Lord's Taverners Table Cricket programme across the four counties
- To ensure pathway opportunities for young people with a disability
- To promote and implement the the four counties Development Plan and Policies

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 Super 1s community-based hub
- Deliver a year-round Super 1s programme that is diverse, inclusive and is open to young people with a disability from the community



- Ensure Super 1s delivers an inclusive programme that develops participant's personal skills and future prospects using cricket as its engagement tool
- Develop cricket opportunities for all players of all standards (coaching, tournaments, teams or casual play)
- Deliver a year-round Super 1s competition that engages all disability community hubs in a minimum of 3 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
- Engage relevant schools, colleges and community groups to become active in Table Cricket
- Train and upskill teachers and group leads to deliver Table Cricket sessions within their school or group
- Run a county-wide Table Cricket competition that feeds into Lord's Taverners regional structure. County competitions must provide a competitive opportunity for active schools and target participants that have limited access to mainstream competitive opportunities
- Recruit and train Young Leaders across both Super 1s and Table Cricket to support disability cricket activity
- Develop partnerships with external organizations and stakeholders resulting in an enhancement of the cricket development plan
- Manage and run monitoring and evaluation of Super 1s and Table Cricket 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 programmes within delivery
- Increase awareness of Super 1s and Table Cricket programmes locally

The successful post holder will be:

- Committed to improving the lives of young disabled 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 the four counties in a positive and professional manner at all times
- Ensure the health, safety and welfare of yourself, participants and others at all times
- 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 the four counties values when using any communication
- **QUALIFICATIONS AND EXPERIENCE**

Essential

- High levels of energy and enthusiasm and the desire to succeed
- Experience of working within disability and excellent understanding of barriers towards disability participation, inclusion, equality and diversity
- Ability to positively impact the lives of young disabled people as a sessional lead and mentor
- Experience of delivering community development programmes
- Experience of delivering initiatives to promote positive outcomes for young people, preferably within disability
- Experience of partnership working and the ability to create strong and sustainable links
- Good project management skills and ability to prioritise and work to deadlines
- Excellent communication skills, with the ability to build relationships and communicate effectively with a diverse range of people
- Ability to work independently and as part of a team
- Computer literate and effective user of Word, Excel, Outlook and other Microsoft programmes
- Appropriate Safeguarding qualification, 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
- Ability to travel independently between sites (Full and valid driving license)
- Willingness to work 'unsocial' hours, including evenings and weekends

Desirable

- Understanding and experience of disability programmes
- Experience of working with people with disabilities
- ECB level 2/Foundation One or UKCC2 (or overseas equivalent)
- ECB DBS checked
- The ability to develop and implement high quality, varied and creative activity/cricket sessions
- Experience of working in both school and community settings
- Experience of managing a cricket coaching programme
- Experience of working with inactive people in recreational sport and/or physical activity sessions
- 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
- **SUPERVISION AND WORK PLANNING**

The Disability Development officer will work across the three County Boards and will have office space available when required.

The employee's normal working days will be Monday-Friday and will normally be expected to complete at least 35 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.

- **GENERAL**

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

If you require further information about this post, please contact Sam Rose on sam.rose@cricketeast.co.uk

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: HR@cricketeast.co.uk

INSERT CONTACT DETAILS

- **Important Dates**
 - Deadline for applications is Midnight on **Sunday 30th January**
 - Candidates invited for interview will be contacted via email by **Thursday 3rd February**
 - Interviews will be held week beginning **Monday 7th February**