



Job title: **Women's Head Coach**

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.

Salary: £30-£35K

Contract Term: Until 31st October 2026

1. Job Summary

Women's cricket is undergoing significant change with the introduction of a new three-tier structure for professional cricket in England and Wales. Glamorgan CCC will begin in Tier 2 in 2025 before transitioning to Tier 1 status in 2027.

The Women's Tier 2 head Coach will be responsible for leading the winter and summer training and match play programs for the Tier 2 squad, in line with the Glamorgan CCC strategy and ensuring compliance with all ECB standards.

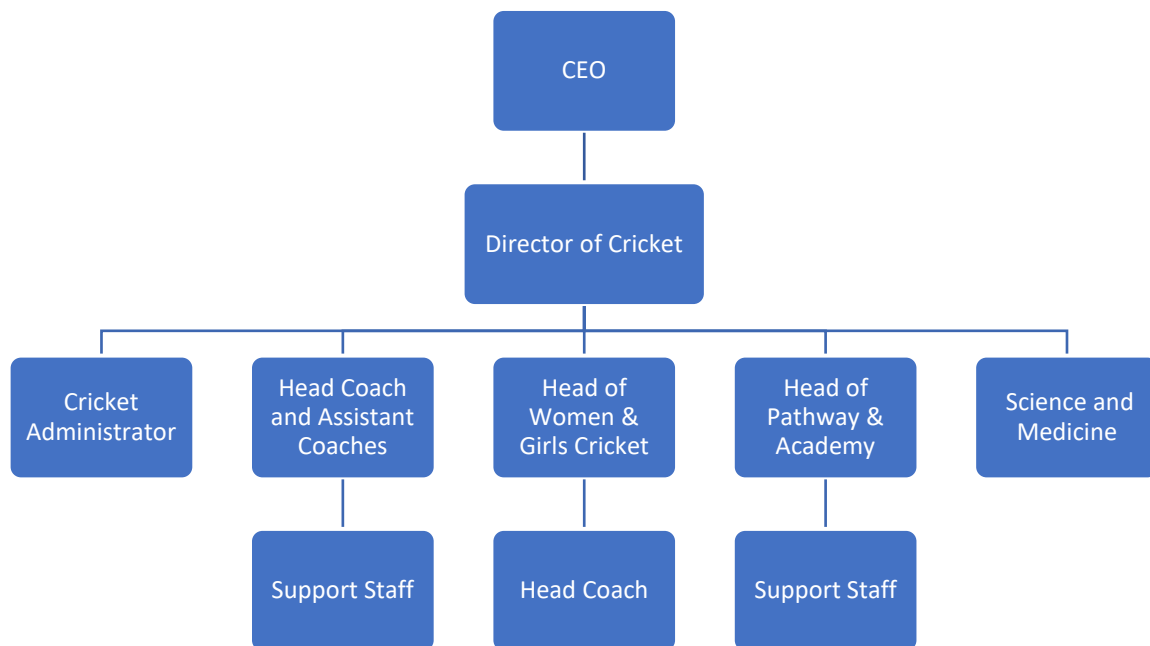
The post holder is accountable to the Director of Cricket and Head of Women's Cricket for the performances of the Glamorgan Team in all cricket, and as such will provide the day to day leadership in this format of the game, and in conjunction with the Captain, Team Management and players will promote the highest standards of behaviour and discipline.

2-. Nature and Scope of Role

The Head Coach is an exciting role which will be pivotal in shaping the culture of the team as the club prepare for Tier 1 status in 2027.

The strategic objective for Glamorgan 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

b. Organisational Structure



c. Key Working Relationships

- Glamorgan CCC Director of Cricket
- Glamorgan CCC Performance coaches and staff
- Glamorgan CCC Pathway coaches and staff
- Glamorgan CCC Players
- Glamorgan CCC Pathway players and parents/guardians
- Glamorgan CCC Cricket Administrator
- Glamorgan CCC Staff
- Relevant ECB Personnel
- Wiltshire CCC Staff
- Gloucestershire CCC Staff
- Local Universities
- Cricket Wales

2. Responsibilities

Selection

- To be responsible for the selection of the Glamorgan Women's Team in conjunction with the Captain and Head of Women's Cricket in line with the outlined Glamorgan selection guidelines.
- To provide annual recommendations for Glamorgan squad development to the Head of Women's Cricket and Director of Cricket

Player Development

- To develop, implement and monitor individual development programmes for players in conjunction with the assistant coaches and other support staff.
- To be responsible for organising practice and preparation to best enable the team to compete successfully in all domestic competitions.
- To take a senior role in preparing and implementing 'out-of-season' training and development programmes for players, including pre-season camps and remote training and development options.

Science and Medicine

- To receive information from the Physiotherapist and medical staff on the availability and wellbeing of all senior squad players.
- To work in conjunction with the strength and conditioning coach to ensure the development, implementation and monitoring of player fitness standards.
- To direct the performance analyst in providing the necessary data and information to inform team and player development plans and setting benchmarks for performance.

Competition

- To provide technical and tactical support and advice to the Glamorgan Women's Captain(s) including the sourcing of key information on opponents as well as Glamorgan Women's Players to develop Team plans and strategies for each match.
- To work in conjunction with the Glamorgan Science and Medicine Team to manage the workload of the Glamorgan Women's players, and particularly fast bowlers, to ensure high quality performances from all players throughout the season.

Coaching and Management

- To be responsible for the management of the Glamorgan Women's Players and staff to create a high-performance environment.
- To work in conjunction with the Head of Women's Cricket to help manage the deployment of coaching support to other Glamorgan programmes – most notably the Glamorgan Academy and Pathway -and provide coaching support to these programmes as necessary.

- To work across all Glamorgan programmes – male and female – where reasonable, including the Academy and Player Pathway and as required outside of Head Coaching responsibilities to support the performance and development of future Glamorgan players in all formats of the game.

Facilities and Equipment

- To liaise with the Head Grounds Manager, and relevant people at other venues, in the preparation of pitches which are conducive to good, entertaining cricket and Glamorgan Women winning matches.
- To liaise with the Head of Women's cricket and Director of cricket regarding the procurement of equipment to support the efficient and effective operation of the Glamorgan Women's Team.

Operations

- To manage the preparation and wider communication amongst staff of team schedules, including events both on and off the field including official functions and other non-cricketing activities and obligations.
- In the event of a Glamorgan Women's Player or member of the Management Team breaching their Conditions of Employment or otherwise breaching Team discipline, the Head Coach will be responsible for implementing the disciplinary procedures set out in the respective employment contracts or referring serious breaches to the Head of Women's Cricket and Director of Cricket.
- To act as the primary point of contact with Umpires on all matters related to the 'Spirit of the Game', regulations and conduct.
- To submit a report on the Glamorgan Women's Teams and individual performances at the conclusion of each summer and be available for debriefs with the Head of Women's Cricket and Director of Cricket.
- To implement a performance management system for each Glamorgan Women's player to set performance goals for the year, and continually monitor their progress.
- To conduct an appraisal of direct line reports in accordance with the performance management process of Glamorgan CCC.

Culture

- To work in partnership with the Glamorgan Staff, Head of Women's Cricket and Director of Cricket to create an environment in which players are empowered to prepare and perform to the highest standards of professional cricket on and off the field.
- To work closely with the Head of Women's Cricket Glamorgan Staff and Captain(s) on an on-going basis to ensure consistency of message from Head Coach's and Captain(s), and provide leadership and direction to the Players and Management Team in order to achieve the goals for each match and competition.
- To promote the interests of, and assist in, creating a positive image for the Glamorgan Cricket Team in striving to make Wales proud of our performances both on and off the field.

Commercial

- To support the Head of Women's Cricket in delivering the Glamorgan cricket programme within the annual budget.
- To support the Glamorgan commercial department in delivering sponsorship obligations and building strong relationships with all our commercial partners.
- To be available to speak to the media before, during or after a match and at other such times as requested by the Media Manager or Director of Cricket in support of the Team and / or Club

Other

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

3. Skills, Knowledge and Experience

	Essential	Desirable
Experience	<ul style="list-style-type: none"> • Relevant experience of being part of a high functioning elite cricket team. • Experience and proven track record of developing players and coaches, including talent identification 	<ul style="list-style-type: none"> • Experience of professional 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 cricket teams. • 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) • Demonstrable experience of successfully preparing and managing female cricket teams.
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.