

## Person Specification

### Post: Head of Cricket

Attributes	Essential	Desirable	How identified
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• ECB Level 3 (or equivalent) coaching qualification</li> <li>• Evidence of continuous professional development</li> </ul>	<ul style="list-style-type: none"> <li>• ECB Level 4 coaching qualification</li> <li>• Degree or further relevant qualification</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Certification</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Values driven</li> <li>• Track record of high-level cricket coaching and player development</li> <li>• Creating and implementing a strategic sports plan</li> <li>• Proven experience in talent identification and scouting in cricket</li> <li>• Planning and delivering cricket tours, festivals, or high-level fixtures</li> </ul>	<ul style="list-style-type: none"> <li>• Working in an inner-city area of high deprivation</li> <li>• Working in schools or an educational setting</li> <li>• Sourcing funding or building commercial partnerships</li> <li>• Building a sports programme from inception</li> <li>• Managing or mentoring other coaches</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• References</li> </ul>
<b>Knowledge and skills</b>	<ul style="list-style-type: none"> <li>• In-depth knowledge of cricket coaching techniques, talent development pathways and the cricket landscape</li> <li>• A strategic focus with the ability to operate at a senior level</li> <li>• Creative thinking with the ability to anticipate and solve problems</li> <li>• Solid analytical and decision-making skills, including performance analysis</li> <li>• Strong IT and communication skills</li> <li>• Ability to prioritise, plan and organise self and others</li> <li>• Ability to communicate effectively to a wide range of audiences</li> <li>• Commitment to safeguarding</li> <li>• Microsoft Office, especially Excel, Outlook and Word</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of what makes a Dixons academy different and successful</li> <li>• Current educational and sporting policy</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• References</li> </ul>
<b>Character</b>	<ul style="list-style-type: none"> <li>• Strong moral purpose and drive for improvement</li> <li>• Mission-aligned</li> <li>• Humble and kind</li> <li>• Motivated, enthusiastic and flexible</li> <li>• Excellent interpersonal skills</li> <li>• Good sense of humour</li> <li>• Desire to develop yourself</li> <li>• Ability to give, receive and act on feedback</li> <li>• Strong attention to detail</li> <li>• Ability to work under pressure</li> <li>• Commitment to the full life of our trust</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness to offer extra-curricular provision</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• References</li> </ul>