



CANDIDATE BRIEF

.....

YOUNG PEOPLE OFFICER

NOVEMBER 2024





AN INTERNATIONAL SPORTING VENUE, A PROFESSIONAL COUNTY CRICKET CLUB AND A THRIVING COMMUNITY HUB

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We are Trent Bridge, a cricket ground of global repute first established in 1838.

We're proud of our illustrious history but mindful too that our future prosperity is reliant on continual investment in our facilities, our professional team, our restaurant and our lauded community programmes.

Trent Bridge, the home of Nottinghamshire County Cricket Club is looking for someone who is passionate about the development of cricket and inspiring children to say "cricket is a game for me".

To be successful in this role you will need to show initiative, have strong organisational and IT skills, have experience of managing projects and initiatives for young people. Have a culture of working collaboratively with colleagues and partners to engage cricket clubs, leagues and their volunteers to support delivery for young people.

Salary: £26,000 per annum

Thank you for your interest in this role.

ROLE PROFILE

Job Title: Young People Officer
Reporting to: Deputy Head of Community & Development

1. RELEVANT GENERAL OBJECTIVES (Source: 2021-2025 Strategic Plan)

- Invest in Trent Bridge so that it retains its Test Match status and is seen as a year-round entertainment destination and as a hub for cricket in Nottinghamshire.
- Create a culture of winning teams that provides sustained success for Nottinghamshire and England.
- Drive participation growth and positive change by taking projects and programmes into communities throughout Nottinghamshire.
- Maintain the club as a financially and commercially sustainable organisation at the heart of our community.
- Innovating across all departments to create success through delivering the best playing, partner, member and supporter experiences in cricket
- Attracting, inspiring and retaining the best people by creating a playing and working environment that is enjoyable, challenging and fulfilling

2. SPECIFIC ROLE PROFILE

The Young People Officer role will provide a diverse junior playing pathway that provides opportunities for any young person aged 5+ to access a cricket offer no matter what their ability.

You will work closely with the Deputy Head of Community & Development to ensure that there is a coherent and sustainable link between the Chance to Shine Programme and junior offers in local cricket clubs and community settings. And work in collaboration with colleagues to ensure any junior playing offers are linked within the junior playing pathway.

You will provide a club 'Outlaws' branded junior school holiday programme that is accessible and delivered countywide.

Priority Focus Areas

- A. Coordinate, deliver and manage local and national junior coaching programmes.
- B. Support and advise the Nottinghamshire Junior Cricket League to provide a more diverse competitive offer for boys and girls
- C. Coordinate an all year round offer of junior competitive opportunities.
- D. Provide money can't buy and match day opportunities for young people from clubs and national programmes
- E. Support the development and delivery of the young people aspects of the Recreational Countywide Plan

A. Coordinate, deliver and manage local and national junior coaching programmes

- In collaboration with the Club & League Officers, Chance to Shine Officer and Community Engagement Officer, coordinate and deliver the ECB national programmes (All Stars, Dynamos), through local recreational cricket clubs, community organisations and schools
- Deliver Leadership/Activator training to support national programme delivery
- In collaboration with the Women & Girls Officers, specifically target and increase the number of girls participating in cricket through national programmes (All Stars, Dynamos)

- With support from the Office Administrator, coordinate and deliver an 'Outlaws' branded Holiday Programme across the county.
- B. Support and advise the Nottinghamshire Junior Cricket League to provide a more diverse competitive offer for boys and girls**
- Hold the position of Rules & Formats Officer on the Nottinghamshire Junior Cricket League to provide support and advice on the appropriate formats that will engage existing young club cricketers and young people new to the sport through national programmes, in particular girls.
- C. Coordinate an all year round offer of junior club competitive opportunities.**
- Support the Nottinghamshire Junior Cricket League to coordinate and deliver a robust and sustainable countywide pathway for junior cricket, from U9's to U19's.
 - Coordinate and deliver an U11-U15 indoor winter offer for both boys and girls.
 - With support from the Festivals & Competitions Coach, coordinate the ECB U13 and U15 Clubs National Cups
- D. Provide money can't buy and match day opportunities for young people from clubs and national programmes**
- Provide match day mascot opportunities for junior club players (boys and girls) at all T20 Blast games.
 - Provide young people in National Programmes and their families with Money Can't Buy Opportunities through, The Hundred and International games.
 - Provide NCCC Junior Outlaw Members with a Trent Bridge Money Can't Buy Experience each year.
- E. Support the development and delivery of the young people aspects of the Recreational Countywide Plan**
- Contribute to the development of the targets and ambition of the countywide recreational plan, specifically relating to young people.
 - Monitor, review and provide recommendations for change each year.
 - Contribute to the Chief Exec monthly report, updating progress against the countywide plan
 - Provide an annual report with case studies evidencing impact of your work.

EQUITY, DIVERSITY AND INCLUSION

Nottinghamshire County Cricket Club is committed to being an Equal Opportunities Employer.

The Club recognises the benefits of a diverse workforce and is committed to providing a working environment that is free from discrimination.

The Club will seek to promote the principles of equality and diversity in all its dealings with employees, workers, job applicants, clients, customers, suppliers, contractors, recruitment agencies and the public.

All employees and those who act on the Club's behalf are required to adhere to this policy when undertaking their duties or when representing the Club in any other guise.

SAFEGUARDING

Nottinghamshire County Cricket Club is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

We ensure that we have a range of policies and procedures in place which promote safeguarding and safer working practice across our services and are committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice and the ECB requirements to ensure that all children participating in Cricket have a safe, positive and fun experience, whatever their level of involvement.

KEY PERFORMANCE INDICATORS

To deliver the Young People targets as outlined in the Recreational Countywide Plan and agreed at the annual End of Year Appraisal.

To produce an annual report showing progress against the countywide plan, with case studies showing the impact on young people.

PERSON SPECIFICATION**YOUNG PEOPLE OFFICER****Department: Community & Development**

	ESSENTIAL	DESIRABLE
EXPERIENCE	<p>Managing projects and initiatives, for young people aged 5+ with associated budget management experience</p> <p>Use of social media to raise awareness / promote cricket activity.</p> <p>Supporting clubs to deliver cricket activity to young people.</p> <p>Setting targets and delivering against them, producing reports and interpreting data to provide feedback on outcomes and to inform future direction.</p> <p>Engaging club volunteers to support delivery for young people.</p> <p>Delivering activator/leadership training to young people</p>	<p>Engaging 3rd party deliverers/ external partners to deliver cricket activities.</p> <p>Managing and directing others work programmes</p>
KNOWLEDGE	<p>Understand the ECB National programmes and the wider programme benefits.</p> <p>Understand age and stage principles and application.</p> <p>Understand safeguarding principles, policies and procedures</p> <p>Understanding club environments and the importance of volunteers in the delivery of cricket.</p> <p>Understand the Youth Participation Standards in the CPA</p> <p>Understand the meaning of sports equity, diversity and inclusion</p>	<p>Understand the link between Chance to Shine and the All-Stars programme.</p>

SKILLS	<p>Strong communication skills with partners at all levels.</p> <p>Able to persuade and negotiate with partners to secure their engagement.</p> <p>Ability to write reports and present data.</p> <p>Able to operate safely within the workplace by identifying risk and using safe working practices and actions to minimize it</p> <p>Ability to set and meet targets</p> <p>Good project management skills and ability to prioritise and work to deadlines</p> <p>Excellent customer service skills, with the ability to build relationships and communicate effectively with a diverse range of people.</p> <p>Computer literate and effective user of Word, Excel, Outlook and other and other digital platforms.</p> <p>Confidence to engage with teachers, parents and club volunteers.</p>	Ability to have those 'difficult conversations' that influence change and culture
QUALIFICATIONS	<p>ECB level 2 Coach qualification</p> <p>Current First Aid and Safeguarding qualifications.</p> <p>Member of the ECB Coaches Association</p> <p>EDI training</p>	Degree Level Qualification Create Development Tutor Trained
QUALITIES & ATTITUDE	<p>Willingness to provide new ideas and suggestions</p> <p>Willingness to be held accountable and desire to deliver against outcomes and targets</p>	

	<p>Enthusiastic, reliable and punctual.</p> <p>Ability to work under pressure with minimal supervision.</p> <p>High levels of energy and enthusiasm and the desire to succeed.</p> <p>Setting high standards for yourself and others actively achieving high performing results</p> <p>Outgoing, friendly, supportive personality with the ability to engage and motivate young people</p>	
<p>OTHER</p>	<p>Able to seek out and respond positively to development opportunities as they arise, supporting and sharing learning with others</p> <p>Ability to travel independently between sites (Full and valid driving license)</p> <p>Willingness to work ‘unsocial’ hours, including evenings and weekends, when required.</p> <p>The post will be subject to an enhanced ECB DBS check.</p>	<p>Holder of a mini bus driving license</p> <p>Willing to undertake further training</p>

HOW TO APPLY

If you would like to join us at Trent Bridge please send your CV and covering letter to:

**The HR Department
Nottinghamshire County Cricket Club
Trent Bridge
Nottingham NG2 6AG**

**or email the HR Department at
Recruitment@trentbridge.co.uk**

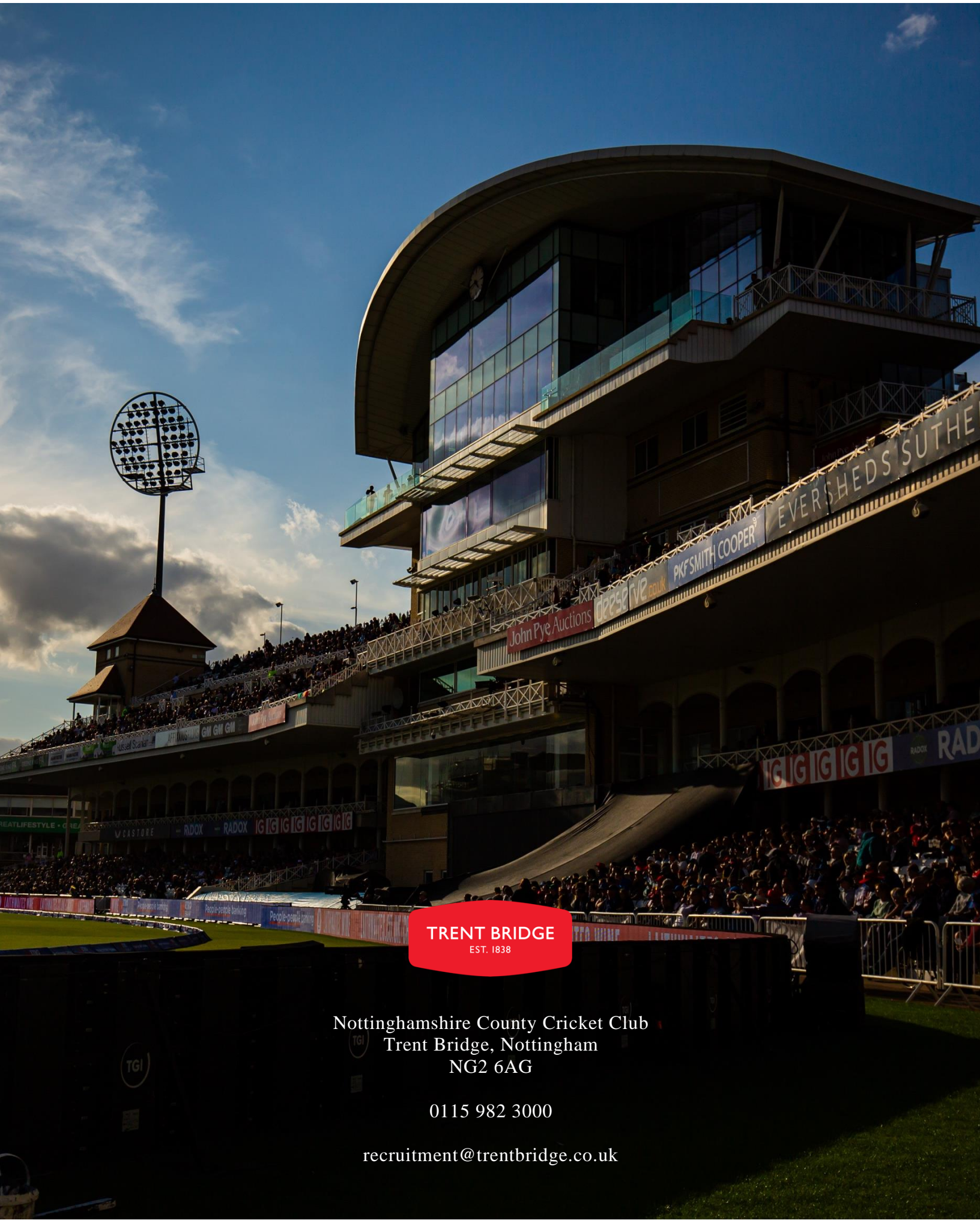
Closing date for receipt of applications will be
Sunday 17th November 2024

Interview Date: **Thursday 21st November 2024**

We reserve the right to close this vacancy early if we receive sufficient applications for the role.
Therefore, if you are interested, please submit your application as early as possible

We are committed to safeguarding and promoting the welfare of children, young people and adults
and expect the same commitment from all staff and volunteers

We are an equal opportunity employer. we celebrate diversity and are committed to building an
inclusive environment for all employees. when submitting your details, please let us know if you
require any support or reasonable adjustments during the interview process



TRENT BRIDGE
EST. 1838

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