



USA CRICKET INVITES ALL QUALIFIED CANDIDATES TO APPLY FOR THE FOLLOWING POSITION:

Title:	Development Manager
Location:	USA Cricket HQ: San Francisco Bay Area, California, USA
Hours of work:	Candidates applying for this role need to be aware that the position may include extensive 'out of hours' work, including domestic travel on a regular basis.
Reporting to:	Chief Executive
Job category:	Full time employee
Date released:	14 November
Closing date:	6 December

USA CRICKET:

USA Cricket was established in 2017 to act as the national governing body for the sport of cricket in the United States, and is recognized as an Associate Member of the ICC. It is a non-profit corporation incorporated pursuant to the laws of the state of Colorado, but it is now headquartered in the Bay Area, California. Its mission is to govern, regulate, develop, and promote the sport of cricket (including hardball, softball, disability cricket, and all other types of cricket) at all levels in the United States, and to enable United States cricketers to successfully compete in national and international competition.

Further information about USA Cricket can be found on the USA Cricket website at: www.usacricket.org.

JOB DESCRIPTION:

The Development Manager will be a pivotal member of the executive management team. He/she will have responsibility for coordinating and supporting all aspects of the domestic cricketing landscape in order to grow engagement levels with the sport in a sustainable way. In particular, this will involve the development of tools, programs and competitions that help to establish appropriate entry-points, engagement opportunities and pathways for all players, coaches and match officials, as well as the development of a strong volunteer program.

The Development Manager will work in collaboration with other members of management and various members of the broader USA cricket community. The core responsibilities of the role will be to:



- Develop and oversee the implementation of a strategic long-term National Development Plan (NDP), ensuring that it articulates long term goals with suitable clear performance indicators, and that it is aligned to the strategic plan and objectives of USA Cricket.
- Develop and oversee the implementation of an annual operational development plan to ensure that immediate and sustainable growth is achieved in accordance with the overarching NDP and its performance objectives.
- Develop and oversee the implementation of entry-level playing programs that support early engagement of boys and girls through schools and/or community programs.
- Develop and oversee the implementation of appropriate pathways across suitable age groups for boys and girls.
- Develop and oversee the implementation of operational plans and programs that increase the levels of female participation at all levels of the sport.
- Develop tools and programs using technology to enhance the experience of domestic cricket, including, e.g., through on-line scoring programs, player tracking systems, competition-management programs, and the creation and delivery of education materials through digital platforms.
- Develop and oversee the implementation of programs, tools and competitions that engage with and support existing social cricket structures, including, e.g., indoor cricket, tape-ball cricket and such like.
- Develop and oversee the implementation of programs, tools and competitions that engage with and support the development of cricket within college/university and other tertiary educational institutions across the country.
- Develop and deliver suitable umpiring/refereeing programs and oversee the implementation of domestic pathways that increase the numbers of officials engaging with the sport and improve performance standards.
- Develop and deliver suitable coaching programs and oversee the implementation of domestic pathways that increase the numbers of qualified coaches engaging with the sport and improve performance standards.
- Maintain and track regional and national participation data at all levels in order to set performance objectives within the NDP, monitor and report compliance against them.
- Support and advocate (in conjunction with relevant stakeholders) for the development and/or construction of suitable cricket facilities to support the growth objectives within the NDP.
- Build sustainable relationships with key community groups, identities and bodies (volunteers, associations, clubs and leagues) and guide, influence and support them to grow their volunteer base, manage their operations effectively and positively transform the experience of their participants.



- Develop a 'best practice' volunteer database and program of activities that recognize, support and highlight the importance of the work of the existing volunteer network across the country.
- Seek additional funding sources that assist with, relate to and support the further development and effectiveness of the NDP.
- Provide oral and written reports, advice, assessments and debriefs to the USA Cricket Board and/or any of its relevant Sub-Committees and/or the Chief Executive, as required from time to time.

Secondary responsibilities within the role will include providing appropriate support and assistance, as required, to the Cricket Operations Director in order to:

- Develop and implement a domestic cricket structure and annual calendar in the USA that provides context, consistency and alignment and which falls under the jurisdiction of USA Cricket.
- Develop a nationwide set of rules, regulations, playing conditions and policies which sanctions and supports the domestic cricket structure in the USA.

QUALIFICATIONS:

Education:

- Educated to degree level, ideally with a specialty in Sport Management, Business Administration or a related degree.
- An advanced degree in Sport Management or a related management field would be advantageous.

Professional skills:

- Passionate about increasing participation within a diverse cricketing landscape.
- Positive and enthusiastic attitude with a flexible, open-minded approach and a willingness to embrace new ideas.
- Knowledge of global 'best practice' in the field of sports participation.
- Ability to foster strong relations, communicate effectively and build effective working relationships with a broad range of groups and individual volunteers from across the entire cricketing community.
- Capable of motivating, leading and empowering others to achieve goals.
- Ability to operate with professionalism and integrity in challenging situations.
- Exceptional planning, coordination and organizational skills.
- Self-motivated, with the ability to work independently or as part of a team.
- Ability to prepare and manage budgets, analyze financial records and prepare reports.

Knowledge and experience:

- Minimum 5 years' experience in sports development at national or international level.

Development Manager: apply by 6 December 2019



- Proven track record and experience of designing and delivering sports curriculum/programs to children in a variety of settings, such as schools, camps and community programs, and at various age and skill levels.
- Proven track record and experience of designing and delivering facilitator training to adult coaches/volunteers.
- Strong understanding of theoretical and practical cricket issues, including familiarity with the international cricketing landscape, ICC rules & regulations and the Laws of the Game.
- Significant cricket playing experience and/or cricket coaching qualifications would be advantageous.
- A deep understanding of the challenges facing Associate Member cricket and/or the development of cricket in the United States would be advantageous.

APPLICATION PROCESS:

Interested and qualified candidates should submit a full CV (of no more than six pages) with a cover letter (of no more than two pages) explaining their motivation in applying for the job and highlighting their relevant skills and experience. Please send all applications to the following e-mail address: HR@usacricknet.org, under the subject title: **Application – Development Manager**.

The closing date for all applications will be 5pm PT on Friday 6 December.