



17304 Preston Rd, Suite 800
Dallas, TX 75252
USACRICKET.ORG

Job Description – USAC Men's head coach

Title:	Men's National Squad Head Coach
Location:	Flexible (but the successful candidate must be, or become, permanently domiciled in the USA mainland).
Job Availability	Flexible – will be required to work on weekends depending on national team duties. Required to travel extensively, internationally and domestically as needed.
Reports To:	Cricket Operations Director
Date Released:	10 December 2023
Closing Date:	17 December 2023

About USA Cricket:

USA Cricket ("USAC") is the National Governing Body ("NGB") for the sport of cricket in the United States and is recognized as an Associate Member of the International Cricket Council ("ICC"). It is a non-profit corporation incorporated under the laws of the state of Colorado, and now headquartered in the Bay Area, California. USAC's mission is to govern, regulate, develop, and promote the sport of cricket (including hardball, softball, disability cricket, including all forms of the sport of cricket) at all levels in the United States, and to enable the United States cricketers to compete in national and international competition successfully.

As a new organization, USAC currently supports more than 16,000 members and expects to grow significantly in 2024 and beyond, to unify the estimated 200,000 players, corresponding leagues, clubs, coaches, officials, administrators, and fans under the USAC umbrella, and affirm its position as the sole governing body for cricket in the United States.

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

Position Summary:

The Men's National Team Head Coach ("Men's Coach") will be an accomplished and respected cricket coach with excellent management and communication skills and will be tasked with the responsibility for delivering high-quality, international standard cricket coaching with the goal of improving the performance and results of the USA Men's National Cricket Team and supporting high-performance program.

This would include developing detailed squad training and match preparation programs to compete successfully, developing individual player programs to enable players to develop and compete at higher levels progressively, and leading team coaching and support staff to provide a world-class daily training environment for the players and squad.

The Men's Coach will work in close collaboration with the Cricket Operations Director ("Cricket Director") on strategic planning and will participate as a non-voting member of the Men's Selection Committee. This person must have a "can do" attitude and be prepared to multi-task across diverse work demands as part of a growing organization. The role will involve both international and domestic travel and includes work outside of normal office hours.



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Responsibilities:

Planning, Development, and Implementation

- Participate and provide feedback into all aspects of the USA Men's High-Performance program and collaborating with the Cricket Committee, Selection Committee and other individuals and groups to ensure a cohesive and comprehensive strategy and processes for implementation.
- Provide regular input into the annual and future Men's National high-performance Squads competition and training schedule to meet the needs of competing successfully on the international stage.
- Develop and implement a coherent team coaching plan and individual player development plans to fully develop the potential of the Men's National Team and its players.
- Prepare the Men's National Team and wider squad members appropriately for the format of key events and competitions to ensure successful performance.
- Coordinate with the Men's National Team Manager to ensure that team management and logistics support responsibilities are effective and efficient.

Player Training and Development

- Establish and maintain relevant and suitable Individual Player Plans for each Men's National Training Group player to enhance their capacity, skills, performance, and consistency and be best prepared for success on the international stage.
- On a day-to-day basis, manage, monitor, and conduct the Men's National Squad daily training environment, including facilities and coaches, daily schedules, session plans, player workloads, player communication, and matters related to upholding discipline and team codes of conduct.
- Support the Men's National Squad to ensure that the players constructively use their 'downtime' outside of cricket to meet their broader personal growth, education, welfare, and experience goals.
- Work closely with other regional coaches in other domestic and national programs to ensure a consistent coaching approach so that identified Men's National Squad players can maximize their individual development.

Team Environment

- Build a robust and united team spirit and a shared vision and values amongst the Men's National Squad players.
- Motivate and assist players individually to enable them to best fit and advance the Men's National Squad environment.
- Enhance the behaviors and professionalism of the Men's National Team players to establish them and the team as leaders within the wider USA cricket community and nationally as a sport worthy of broader recognition.
- Be a role model and example for players to follow in terms of professionalism, respect, and empathy to create a healthy team environment.

Selection, Competition, and Performance

- Participate in Men's National Team selections as a non-voting member of the National Selection Panel and assist with determining annual player contracts.
- Attend international, national, and regional tournaments and camps as required to view and develop current and future players for the Men's National Squad.
- Collaborate with the Men's National Team Captain to establish the best-balanced teams and squads relevant to the conditions and opposition for home and away tours.
- Provide technical and tactical support and advice to the Men's National Team Captain,



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including sourcing key information on opponents to develop specific plans and strategies for each match. Manage the workload of Men's National Team players, particularly fast bowlers, to ensure high- quality, competitive performances in international matches.

Support Staff Management and Development

- Manage key support staff and be responsible for defining their roles, monitoring and appraising their performance, and ensuring their ongoing professional development.
- Conduct regular multi-disciplinary reviews and meetings with the Men's National Squad coaching and support staff to assess player progress and establish training program, facility, and equipment needs.
- Conduct as required, and collaborate with the Cricket Director and other Head Coaches, coaching workshops, seminars, and other activities to educate other coaches within the USA high-performance pathway.
- Coordinate and liaise with medical and sports science advisors to manage the treatment and prevention of injuries within the Men's National Squad program.

Review, Monitor, and Evaluate

- Follow a 'plan, do, review' approach to identify barriers to the best performance of the Men's National Team and, in consultation with the Performance Staff Group, assist in developing appropriate and innovative solutions.
- Provide a regular schedule of appropriate physical and other testing to ensure the most relevant information is available to assess and develop individual U19 and other junior players.
- Undertake annual and regular reviews of player performance against set KPIs to provide an effective learning environment for national team players and an objective basis for continued player development and contribute to determining annual player contracts.
- Utilize the latest appropriate technologies and advances in cricket coaching, including preview and review sessions utilizing video analysis, maintaining records on the USA Cricket Athlete Management System, and effectively using other new performance tools and aids as appropriate to ensure the Men's National Squad has the best chance of success.

Professional Standards

- Maintain the highest level of honesty, integrity, and confidentiality in matters sensitive to USA Cricket's operational activities.
- Adhere to and always promote USA Cricket's standards and ethics and act professionally at all times.

Working Relationships:

Supervisory

Strength & Conditioning Coach, Specialist Coaches, Match Analyst, Physiotherapist, and other Sports Science and Medicine Staff (as required)

Collaborative

Cricket Committee, Cricket Operations Director, Team Manager, Men's Selection Committee

Key Collaborative Roles:

- Finalize the Men's National Team competition and training schedule with the Cricket Director. Recruit and appraise key support coaching and performance staff for the Men's National Team in conjunction with the Cricket Director.
- Carry out regular player reviews (on an agreed timely basis) for determining annual contracts using established tracking processes in conjunction with the Chairman of



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Selectors.

- Develop and implement strategies for player improvement in conjunction with the Head Coaches of the Men's National Team, National U19 Teams, and Regional/ League Teams.

Required Minimum Qualifications, Knowledge, and Experience:

- Minimum level 2 (Preferred level 3) cricket coaching certification with 8+ years of coaching experience with an ICC Full Member National team/ First Class team or ICC Associate Member National team
- Working knowledge of high-performance cricket environments and performance, current trends in international cricket formats, and international playing conditions
- Working knowledge of high-performance, analysis, and monitoring technologies as they apply to cricket.
- Excellent interpersonal communication skills and ability to establish and maintain relationships with diverse groups of players, coaching staff, management, and Board members.
- Meticulous planning, coordination, and organizational skills
- A deep understanding of the challenges facing Associate Member cricket and/or the development of cricket in the United States.
- It is desirable that candidates are US Citizens or Permanent Residents, but if not, it is essential that the chosen candidate can successfully apply for and procure a visa to live and work in the United States."

Attributes:

- Passionate about identifying, developing, and nurturing playing and coaching talent.
- 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 high-performance.
- Ability to foster strong relations, communicate effectively, and build effective working relationships with players, coaches, and support staff.
- 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.

Application Process:

Interested and qualified candidates should submit a full CV with a cover letter explaining and highlighting their skills and experience relevant to the position.

Please send all applications or queries to the following email address: HR@usacricket.org, under the subject title: **Application - Men's Head Coach 2023**.

The closing date for all applications will be **11.59 pm PT on Sunday, 17 December 2023**.