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USACRICKET.ORG

## JOB DESCRIPTION

|                       |                                  |
|-----------------------|----------------------------------|
| <b>Position</b>       | High Performance Program Manager |
| <b>Organization</b>   | USA Cricket                      |
| <b>Department</b>     | HPP                              |
| <b>Line Manager</b>   | CEO                              |
| <b>Direct Reports</b> | Coaching staff and team managers |
| <b>Term</b>           | Full time                        |
| <b>Type</b>           | On-site (Travel Required)        |
| <b>Location</b>       | Houston, TX, USA                 |
| <b>Salary</b>         | DOE                              |

### JOB SUMMARY:

The High Performance Programme Manager is responsible for elite athlete development in the pathway towards USA national cricket teams and any other USA Cricket representative teams performing internationally. The key component of the role is to ensure national team players and coaching and support staff are adequately resourced to be elite performers. This includes access to coaching, strength and conditioning programs, mental skill programs, physiotherapy and injury management, professional development and use of latest technologies to enhance elite performance.

The HPP Manager, in collaboration with the CEO, is focused on maximizing the potential of each elite athlete and each elite team. This is achieved by putting in place Individual and team performance plans with the national teams' coaches to measure players against world's best performance. The same approach will be adopted for all coaching and support staff who are identified as part of the elite development pathway.

### KEY RESPONSIBILITIES:

- Develop and implement comprehensive high-performance strategies aimed at enhancing the skills and abilities of players at the national level.
- Ensure that operational plans are put in place for team and player development and ensure that these are carefully monitored and executed.
- Work closely with coaching staff to ensure effective training programs are in place and operative monitor and evaluate mechanism is adapted.
- Utilize performance data and analytics to inform decision-making and strategy adjustments.
- Provide regular feedback to players and coaching staff, and prepare performance reports for USA Cricket's management and Cricket Committee

- Incorporate mental toughness and resilience training into the high-performance program to enhance players' psychological preparedness.
- Work closely with medical and fitness staff to develop injury prevention strategies and oversee the management of player injuries.
- Ensure a focus on the mental and physical well-being of players.
- Leverage the latest technology in training, analysis, and player development to gain a competitive edge.
- Provide administrative support to selection processes for national team selection, ensuring a wide net is cast to identify the best talent.
- Contribute to promote diversity and broader cricket community, ensuring equal opportunities for all players.
- Collaborate with other cricketing nations to develop exchange programs and joint training initiatives to expose players to different playing conditions and styles.
- Set and monitor performance benchmarks for players and teams, ensuring they align with international standards.
- Manage crises, such as player disciplinary issues or unexpected events, ensuring minimal disruption to the team and program.
- Represent the high-performance program in media engagements and public relations activities, articulating the program's vision and successes.
- Stay well-informed of the latest developments in cricket coaching, sports science, and high-performance management, and integrate these into the program.
- Develop a network of alumni, including former national players, to mentor and support current players.
- Implement strategies for the sustainable development of high-performance cricket in the USA, including environmental considerations and long-term athlete development.
- Continuously review the current system for effectiveness and ease of use and meaningfully impact on the development of each team and individual.
- Coordinate regular team and player performance management meetings and develop ongoing plans for teams and players.
- Oversee staff performance and work allocation ensuring that staff perform at or above required levels and effectively perform their roles.

#### **WORK ETHIC:**

- Report for duty punctually ready to work, in appropriate professional wear, ensuring correct personal presentation for business/work.
- Consistently demonstrate the USAC values at all times.
- Carry out any reasonable requests made by the CEO in a timely manner.
- Commit to the achievement of performance objectives and the completion of tasks by accepting reasonable overtime and being flexible with regard to the scheduling of work hours to enable the proper execution of this role.
- Be proactive, ask questions to ensure understanding of duties & responsibilities and be accountable for the proper execution of accountabilities and tasks to the required standard.

#### **BUDGETARY RESPONSIBILITIES:**

- In collaboration with Cricket Committee and the CEO, be responsible for preparing and monitoring the annual budget and operational plan within the scope of the HPP role.

#### **SUPERVISORY ROLE:**



- Effectively manage and lead a team, including coaches, support staff, and players. This involves skills in communication, conflict resolution, and team building.

#### **SPECIAL FEATURES:**

- Whilst every effort has been made to explain the main duties and responsibilities of this role, the dynamic and fluid nature of the business of the USAC may give rise to the need for new and critical duties and /or projects and flexibility with regard to scheduling hours of work. Therefore, the HPP Manager will be expected to comply with any reasonable request from the CEO, including ad hoc projects and undertake work of a similar level that is not specified in the Job Description.
- With notice, the HPP Manager may be required to work extended hours at specific periods in the Cricket calendar.

#### **SKILL AND QUALIFICATIONS:**

##### **Academic/Experience**

- Degree in sports management, business management or business administration or the equivalent in years of practical experience and knowledge.

##### **Technical Skills**

- High level of understanding in relation to HP cricket and how to produce elite players and in particular world class cricketers
- Experience in high performance environments, ideally in cricket. This includes understanding of athlete development, training methodologies, performance analysis, and sports science.
- A strong understanding of player development pathways at junior, senior, and national levels and the ability to work to develop such pathways
- Knowledge of the structure and operations of cricket and current trend in technology.
- Highly skilled in inspiring and motivating others in order to reach personal bests, peak performance etc.
- Ability to manage and measure work including setting clear objectives and measures, clearly assigning responsibility for tasks and decisions, and monitoring progress against targets set
- Knowledge of USA and Sporting Organizations
- Knowledge of cricket rules, strategies, and trends. This should include both international standards and specifics of cricket in the USA.
- Extensive knowledge of current policies and processes of USA
- Knowledge of and respect for the roles, responsibilities, opportunities and threats faced by cricket in USA.
- Understanding of the diverse cultural backgrounds that make up USA cricket, including sensitivity to different cultural norms and practices.
- Knowledge of the regulations and compliance requirements in USA sports, including anti-doping rules, player eligibility criteria, and safety standards.

##### **Leadership**

- Demonstrated strong leadership and people management skills with a proven record of success.
- Reliably drives results, consistently achieving set goals.
- Possesses a significant ability to influence both staff and players effectively.

- Excels in team building, collaboration, and partnership.
- Prioritizes innovation management to foster a learning and participative environment.

### **Core Competencies**

- **Strong Interpersonal Abilities:** Demonstrates strong people skills essential for effective collaboration and conflict resolution.
- **Values-Driven Leadership Style:** Pays a leadership style deeply rooted in core values, fostering trust and integrity within the team.
- **Competitive Spirit:** Exhibits a highly competitive nature, driving excellence and continually striving for success.
- **Confidentiality Assurance:** Maintains strict confidentiality, respecting the sensitive nature of player and management information.
- **Effective Communication:** Skilled in clear and impactful communication, ensuring messages are understood and acted upon.
- **Strategic Delegation:** Delegating tasks effectively while retaining overall accountability and oversight.
- **Innovative Team Building:** Proven success in constructing and leading high-performing teams through innovative strategies and practices.

### **Application Process:**

Interested and qualified candidates should submit a full CV with a cover letter explain and highlighting their skills and experience. Please send all applications to the following e-mail address: [HR@usacricket.org](mailto:HR@usacricket.org), under the subject title: **Application - High Performance Program Manager**

The closing date for all applications will be **11.59 pm PT on January 29, 2024.**

