
Cricket Dorset Ltd

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Job Title

Development Coach – Men’s Cricket P3

Reporting to

Head of Performance, Dorset Cricket

Contract Status

Annualised appointment, reviewed and renewed annually, subject to performance assessment.

Role Purpose

The Development Coach is accountable for the **coaching, development and matchday delivery** of the Dorset A Team and Under 18s squads, while acting as the **Number 2 coach to the Men’s First Team Head Coach**. The role exists to **deliver the player development and performance objectives set out within the Dorset Cricket Strategic Plan**, aligned to national expectations for National Counties and age-group cricket.

The postholder plays a critical role in connecting emerging talent to senior representative cricket, while upholding Dorset Cricket’s values, safeguarding standards and community ambitions to inspire lifelong involvement in the game.

Scope of the Role**Primary Focus**

Dorset A Team, Dorset Under 18s squads

Supporting Role

Assistant Coach to the Men’s First Team Head Coach

Interfaces

Men’s First Team coaching staff
Talent Pathway and Academy staff
Safeguarding and Wellbeing Leads
Team managers and selectors

Strategic Context

The role delivers:

- Player development outcomes aligned to Dorset Cricket’s performance ambitions
- A strong transition pathway between youth, A team and First Team cricket
- High standards of coaching practice, conduct and care
- Success is measured through **player development, readiness for progression, quality of coaching delivery and adherence to Dorset Cricket standards**, reviewed annually.

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Key Responsibilities

1. Coaching and Player Development

- Lead the coaching and preparation of the Dorset A Team and Under 18s squads.
- Design and deliver structured training programmes appropriate to development-stage representative players.
- Support players to develop technically, tactically, physically and mentally.
- Create environments that challenge players while supporting confidence, learning and wellbeing.

2. Squad Management and Selection Support

- Work with the Head Coach and selectors to support fair, transparent and development-led selection processes.
- Manage squad logistics, communication and preparation for A Team and U18 fixtures.
- Provide players with constructive feedback on performance and progression.

3. Assistant Coach Responsibilities

- Act as the Head Coach's primary coaching support across the Men's First Team programme as required.
- Contribute to winter training, match preparation and in-season support.
- Step into matchday coaching roles when delegated by the Head Coach.
- Provide insight on emerging players and succession planning.

4. Transition and Pathway Connectivity

- Support the effective transition of players from Under 18s into the A Team and senior cricket.
- Work collaboratively with Academy and pathway staff to ensure alignment of coaching messages and expectations.
- Help players understand the standards, behaviours and commitments required at the senior representative level.

5. Safeguarding, Welfare and Wellbeing

Safeguarding is a non-negotiable foundation of Dorset Cricket. The Development Coach is expected to model the principle that **everything starts with safety**.

Key expectations include:

- Delivering all coaching activity in line with Dorset Cricket safeguarding policies and ECB regulations.
- Creating environments where young players feel safe, respected and supported.
- Maintaining appropriate professional boundaries at all times, particularly with under-18 players.
- Reporting and escalating concerns promptly and appropriately through agreed safeguarding routes.
- Promoting positive behaviours, inclusion and respect across squads.

6. Professional Standards and Ways of Working

- Hold and maintain appropriate ECB-recognised coaching qualifications.
- Engage in continuous professional development.
- Work collaboratively with coaches, selectors, managers and volunteers.

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- Communicate clearly, respectfully and consistently with players and parents where appropriate.
- Represent Dorset Cricket positively on and off the field.

Values, Culture and Community Connection

The Development Coach plays a key role in shaping young players' perceptions of cricket and Dorset Cricket.

The role is expected to:

- Reflect Dorset Cricket's values of respect, inclusion and shared purpose
- Support player wellbeing alongside performance
- Inspire players to develop a lifelong connection to cricket, whether through performance, leadership or continued involvement in the game
- Person Specification

Essential Requirements

- ECB-recognised coaching qualification appropriate to development and age-group cricket.
- Experience coaching youth or development-level representative players.
- Strong understanding of player development principles.
- Clear understanding of safeguarding responsibilities in youth sport.

Desirable

- Experience within National Counties or equivalent representative environments.
- Experience supporting transitions between age groups and senior cricket.
- What Success Looks Like
- Players are well-coached, supported and progressing appropriately.
- The A Team and U18S provide a strong, trusted pathway into senior cricket.
- Players demonstrate positive behaviours, resilience and pride in representing Dorset Cricket.
- Safeguarding and well-being standards are consistently upheld.
- The Development Coach is a trusted, practical support to the Head Coach.