
Cricket Dorset Ltd

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Job Title

Head of Recreational Cricket

Reporting to

Chief Executive Officer, Dorset Cricket

Role Purpose

The Head of Recreational Cricket is accountable for the **ownership and delivery** of Dorset Cricket's Recreational and Young People portfolios, as set out in the Dorset Cricket Strategic Plan and Portfolio 2030 framework.

The role does **not create or redefine strategy**. Instead, it is responsible for **translating Dorset Cricket's agreed strategic plan into practical, consistent and high-quality delivery across the county**, ensuring alignment with the ECB's national ambition and full compliance with ECB standards, action plans and regulatory expectations.

The postholder is the system leader for recreational cricket in Dorset, ensuring that clubs, leagues, schools, volunteers, and community partners are connected, supported, and enabled to deliver cricket that is inclusive, safe, sustainable, and relevant to modern lives.

Portfolio Ownership

Vertical Portfolios (Direct Ownership)	Horizontal Portfolios (Shared Accountability)
<ul style="list-style-type: none">• Recreation• Young People	<ul style="list-style-type: none">• Volunteers• Inclusion• Facilities• Commercial (where it supports recreational sustainability)

The Head of Recreational Cricket is accountable for ensuring these horizontal priorities are consistently embedded across recreational and young people's delivery.

Strategic Context

The role exists to deliver:

- The Dorset Cricket Strategic Plan
- The Recreation and Young People objectives within Portfolio 2030
- National ambition and expectations set through ECB strategies, action plans and regulatory frameworks

Success is defined by delivery, assurance, and impact, not by creating a new strategy.

Key Responsibilities**1. Delivery of the Recreational Cricket Strategy**

- Own and deliver the recreational elements of the Dorset Cricket Strategic Plan, ensuring activity across the county is aligned, prioritised and outcome-focused.

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- Translate national ECB ambitions into precise, coherent county delivery across clubs, leagues, schools and communities.
- Act as Dorset Cricket's senior operational lead for recreational cricket within the ECB network.
- Ensure Dorset Cricket meets all ECB expectations for recreational delivery, assurance, and reporting.

2. Clubs and Leagues (Core of the Recreational System)

- Provide clear leadership and oversight of Dorset's club and league ecosystem, recognising leagues as critical partners in recreational delivery.
- Ensure leagues and clubs are connected into a shared countywide system, reducing fragmentation and duplication.
- Support leagues to be sustainable, well-governed and inclusive, while respecting their independence.
- Ensure the recreational offer reflects modern participation needs, including flexible formats, appropriate competition and welcoming environments.

3. Young People and Entry into the Game

- Own the delivery of Dorset Cricket's young people objectives, ensuring a coherent pathway from first experience to sustained participation.
- Ensure strong alignment between schools, community programmes and clubs, with clear transition points.
- Deliver county activity that aligns with national state school ambition, inclusion objectives and talent access principles.
- Ensure safeguarding, wellbeing and positive experiences are embedded at every stage of the young people's journey.

4. Volunteers and Workforce Enablement

- Be accountable for delivering volunteer objectives within recreational cricket, aligned with national volunteer priorities.
- Ensure volunteering is accessible, supported and sustainable across clubs and leagues.
- Work with clubs and leagues to improve volunteer recruitment, retention, and development.
- Champion a culture where volunteers feel valued, enabled and connected to Dorset Cricket.

5. Inclusion, Safeguarding and Standards

- Ensure recreational cricket delivery meets all safeguarding, inclusion, EDI and regulatory standards.
- Embed safeguarding and inclusion as non-negotiable foundations of recreational delivery.
- Balance compliance with support, helping clubs and leagues meet standards without unnecessary barriers.
- Assure that recreational environments across the county are safe, welcoming and well-governed.

6. Facilities Interface

- Work collaboratively with the facilities portfolio to ensure recreational needs inform facility planning and investment.
- Ensure clubs and leagues are supported to access, sustain and develop appropriate facilities.
- Align recreational delivery with the county's long-term facilities strategy.

7. Insight, Assurance and Reporting

- Use data, insight and lived experience to monitor the health of recreational cricket across Dorset.

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- Track participation, workforce capacity, club sustainability and league health.
 - Provide transparent reporting and assurance to the CEO, the Board, and the ECB.
 - Identify risks and capacity challenges early and act to mitigate them through delivery, not redesign.
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Leadership and Ways of Working

- Act as a visible, credible leader across the Dorset cricket network.
 - Model Dorset Cricket's leadership standards: safety-first, inclusive, collaborative and accountable.
 - Work horizontally across portfolios to ensure recreational cricket is fully integrated into the wider organisation.
 - Build trust through consistency, clarity and delivery.
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Safeguarding and Safety Leadership

Safeguarding is a non-negotiable foundation of Dorset Cricket's work. The Head of Recreational Cricket is accountable for ensuring that **everything starts with safety** across all recreational and young people's activities.

This role provides visible leadership in creating environments where children, young people and adults are not only safe, but feel safe. Safeguarding is embedded by design into planning, delivery and assurance, rather than treated as a standalone requirement.

Key expectations include:

- Owning safeguarding leadership across the Recreation and Young People portfolios, ensuring alignment with Dorset Cricket policy and ECB safeguarding strategy and regulation.
- Ensuring that all clubs, leagues, schools, and delivery partners understand their safeguarding responsibilities and are supported in meeting them.
- Working closely with safeguarding leads to provide clear assurance, reporting and escalation routes.
- Championing a culture where concerns are raised early, acted on proportionately and managed with care and integrity.
- Ensuring safeguarding considerations inform decision-making, prioritisation and risk management at all levels of recreational delivery.

The postholder is expected to model Dorset Cricket's principle that **everything begins with safety**, setting clear expectations for behaviour, standards and accountability across the recreational system.

Person Specification

Essential Experience

- Senior experience delivering community or recreational sport at scale.
- Strong understanding of club and league environments, including volunteer-led systems.
- Experience delivering against national governing body strategies and assurance frameworks.
- Proven ability to lead complex stakeholder systems without relying on hierarchy.

Skills and Attributes

- Delivery-focused and outcomes-driven.
 - Strong system leadership and relationship management skills.
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- High level of integrity and commitment to safeguarding and inclusion.
- Confident working within a defined strategy while managing complexity and change.

What Success Looks Like

- Recreational cricket in Dorset is joined-up, inclusive and sustainable.
- Clubs and leagues feel supported, connected and clear on expectations.
- More young people are accessing cricket and remaining engaged for longer.
- Volunteers feel valued and enabled.
- The ECB trusts Dorset Cricket as a strong, aligned delivery partner.

Location: Dorset (with countywide engagement)

Contract: Full-time

Salary: £30-£35k + pension + travel allowance

Reporting to: Chief Executive Officer

Closing Date: 17th March 2026

ECB Enhanced DBS Check will be required for the role.
