
Cricket Dorset Ltd

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Job Title

Head Coach – Men's First Team

Reporting to

Head of Performance, Dorset Cricket

Contract Status

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

Role Purpose

The Head Coach of the Men's First Team is accountable for the **coaching, preparation, performance and conduct** of Dorset Cricket's Men's First Team. The postholder is responsible for creating an environment where players can perform at their best, develop as cricketers and people, and represent Dorset Cricket with professionalism, integrity and pride.

This is a delivery-focused coaching role with clear seasonal accountability.

Scope of the Role**Primary Focus**

Men's First Team (senior representative cricket)

Interfaces

Performance portfolio (alignment and reporting)

Talent Pathway and Academy staff (talent identification and transition)

Community team coaches & function

Medical, safeguarding and well-being support

Team management and operations support

The role is performance-facing but operates within the wider Dorset Cricket system and values.

Strategic Context

The role delivers:

- Dorset Cricket's performance ambitions for the Men's First Team
- High standards of coaching, conduct and representation
- Alignment with national expectations for National Counties cricket
- Success is measured through **performance, player development, leadership behaviours and adherence to Dorset Cricket standards**, reviewed annually.

Key Responsibilities**1. Coaching and Performance Delivery**

- Lead all on-field coaching for the Men's First Team across winter training and the competitive season.

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- Design and deliver structured winter training programmes aligned to the needs of senior representative cricketers.
- Coach and manage the team during all competitive fixtures, providing tactical leadership and in-game decision-making.
- Create a high-performance environment that balances competitiveness with development and well-being.

2. Player Selection and Squad Management

- Lead the selection of the Men's First Team in line with agreed selection principles and availability.
- Work collaboratively with selectors and Dorset Cricket staff to ensure transparent, fair and performance-led selection decisions.
- Manage player roles, workloads and expectations across the season.
- Communicate selection decisions clearly, respectfully and professionally.

3. Player Development and Progression

- Support the ongoing development of senior players, recognising individual strengths, areas for growth and leadership potential.
- Work with the performance and talent pathway teams to identify and integrate emerging players where appropriate.
- Contribute to succession planning for the Men's First Team.
- Promote a culture of continuous improvement and accountability.

4. Matchday Leadership and Representation

- Act as the senior on-field leader for the Men's First Team during matches and representative events.
- Ensure players uphold Dorset Cricket's values, behaviours and code of conduct.
- Represent Dorset Cricket professionally with opposition teams, officials and competition organisers.

5. Safeguarding, Welfare and Conduct

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

Key expectations include:

- Ensuring all coaching activity is delivered in line with Dorset Cricket safeguarding policies and ECB regulations.
- Creating a team environment where players feel safe, respected and supported.
- Maintaining appropriate professional boundaries at all times.
- Working with safeguarding leads involves promptly and appropriately reporting and escalating concerns.
- Promoting positive behaviours, respect and inclusion within the squad.

6. Professional Standards and Ways of Working

- Hold and maintain appropriate ECB-recognised coaching qualifications.
- Engage in continuous professional development as a coach.

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- Work collaboratively with Dorset Cricket staff, volunteers and selectors.
- Operate within agreed budgets, schedules and organisational processes.
- Uphold the reputation of Dorset Cricket on and off the field.

Leadership and Values

- The Head Coach is expected to live Dorset Cricket's values and leadership standards:
- Put safety, well-being, and respect first
- Lead with integrity and professionalism
- Create clarity, trust and accountability within the team
- Support individual excellence within a collective team environment

Person Specification

Essential Requirements

- ECB-recognised coaching qualification appropriate to senior representative cricket.
- Proven experience coaching senior or representative-level cricketers.
- Strong technical and tactical understanding of the game.
- Experience in leading teams in competitive match environments.
- Clear understanding of safeguarding responsibilities within sport.

Desirable

- Experience within National Counties or equivalent representative cricket.
- Experience of working with emerging talent alongside senior players.
- Track record of developing players for higher levels of performance.

What Success Looks Like

- The Men's First Team is well-prepared, competitive and professionally led.
- Players demonstrate clear development, accountability and pride in representing Dorset Cricket.
- Selection processes are trusted and transparent.
- Safeguarding, conduct, and well-being standards are consistently upheld.
- The team reflects Dorset Cricket's ambition, values and belief that everything starts with safety.