

CRICKET HONG KONG INVITES ALL QUALIFIED CANDIDATES TO APPLY FOR THE FOLLOWING POSITION:

HONG KONG NATIONAL MEN'S HEAD COACH

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| Title: | Hong Kong Men's Head Coach |
| Location: | Cricket Hong Kong: Causeway Bay, Hong Kong |
| Hours of work: | Candidates applying for this role need to be aware that the position is permanently based in Hong Kong and will include extensive 'out of hours' work, including overseas travel and internally within the Hong Kong on a regular basis. |
| Reporting to: | General Manager – High Performance |
| Job category: | Full time employee |
| Date released: | |
| Closing date: | |

ABOUT CRICKET HONG KONG:

Cricket Hong Kong is the national governing body for the sport of cricket in Hong Kong, and is recognized as an Associate Member of the International Cricket Council (ICC) and member of the Asian Cricket Council (ACC). Cricket Hong Kong has seen unprecedented growth in all areas of the game in recent years. As the governing body for the sport we are passionate about the development, performance and growth of cricket in the region.

Further information about Cricket Hong Kong can be found on the Cricket Hong Kong website at hkcricket.org.

POSITION DETAILS:

The Men's National Team Head Coach will be a competent and qualified sports coaching professional with international experience. They will have responsibility for delivering an elite coaching with the aim of improving the performance and results of the Hong Kong Men's Cricket Team.

The team finished third in the recent Challenge League B competition, fifth at the 2022 T20 World Cup Qualifier B as well as winning the ACC Asia Cup Qualifiers 2022 and competing at the ACC Asia Cup 2022.

Over the next 50-over cycle CHK has high expectations for the National Team with the strategic objective to regain ODI status. Short term objectives will be to ensure the Hong Kong team qualifies for all upcoming ACC Asia Cup events and the ICC T20 World Cup 2024. Performance at the upcoming Asian Games to be held in 2023 is also a high priority.

Alongside the men's team the Men's Head Coach will play an integral role in the delivery and development of the Hong Kong Youth Representative players and programme as a whole.

WORKING RELATIONSHIPS:

- CHK General Manager - High Performance
- Hong Kong National Squad Players
- Hong Kong Male Youth Pathway Players
- CHK Cricket Operations Manager
- CHK High Performance staff
- Assistant Coaches
- Strength & Conditioning Consultant
- Physiotherapist and Sports Therapists
- Consultant Specialist Coaches
- Chair of Selectors
- CHK Marketing and PR Team
- Club coaches and administrators

RESPONSIBILITIES:

MEN'S HEAD COACH & HIGH PERFORMANCE PROGRAMME

Planning, Development and Implementation

- Provide regular input into the annual and future Men's National Team 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 Hong Kong Men's Team and players.
- Prepare the Hong Kong Men's Team appropriately for the format of key events and competitions to ensure successful performance.
- Provide support to the General Manager – High Performance and other members of management, in the development and implementation of:
 - the elite cricketer pathway for men and boys towards CHK's national and representative teams;

- a strategic long-term High Performance Program (HPP), ensuring that it articulates long term goals with suitable clear performance indicators, and that it is aligned to the strategic plan and objectives of CHK; and
- an annual operational high performance plan for the Hong Kong Men's Team and representative teams to ensure that immediate and sustainable success is attained at national level in accordance with the overarching HPP and its performance objectives.

Player Training and Development

- Monitor and set appropriate time-frames to ensure a consistent supply of quality players to meet the immediate and longer-term objectives and needs of the Hong Kong Men's Team.
- Establish relevant and suitable individual training and development action plans for each Hong Kong Men's Squad player to enhance their capacity, skills, performance and consistency to be best prepared for success on the international stage.
- On a day-to-day basis, manage, monitor and conduct the Hong Kong Men's 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.
- Work closely with other coaches in other club, domestic and national programs to ensure that CHK teams have a consistent approach to individual player development.
- Play an active role in the coaching and development of the the Hong Kong Youth Representative Programme.

Team Environment

- Build a strong, united team spirit and a common vision and values amongst the players in the Hong Kong Men's Team and wider squad.
- Motivate and assist players individually to enable them to best fit and advance the Hong Kong Men's Team environment.
- Enhance the behaviours and professionalism of the Hong Kong Men's Team players to establish them and the team as leaders within the wider Hong Kong cricket community and nationally as a sport worthy of broader recognition.

Selection, Competition and Performance

- You will sit on the Hong Kong Men's Team Selection Panel and will be expected to provide input, insight and guidance to help inform the discussions of the National Selection Panel (in accordance with the terms of the Selection Policy) and assist with decisions relating to the determination of player contracting arrangements and establishing the best balance teams and squads relevant to the conditions and opposition for both home and away tours.
- You will be expected to be present at all relevant international, domestic and club tournaments and competitions to track, review and identify current and future players for the Men's National Team.
- You will be required to clearly track and monitoring the eligibility of all potential Hong Kong players wherever they may be located.

- Provide technical and tactical support and advice to the Hong Kong Men's Team captain including the sourcing of key information on opponents in order to develop specific plans and strategies for each match.
- Manage the workload of Hong Kong Men's Team players, and 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 Hong Kong Men's Team coaching and support staff to assess player progress and establish training programs, facility and equipment needs.
- Conduct as required, and in collaboration with the General Manager – High Performance and other relevant coaches, coaching workshops, seminars and other activities to educate other coaches within the CHK's high-performance pathway.
- Coordinate and liaise with medical and sports science advisors to manage the treatment and prevention of injuries within the Hong Kong Men's Team program.

Review, Monitoring and Evaluating

- Provide a regular schedule of appropriate physical and other testing to ensure the most relevant information is available to assess and develop individual players.
- Undertake annual and regular reviews of player performance against set KPIs and contribute to the determining of annual player contracts.
- Provide an effective learning environment for Hong Kong Men's Team players through structured preview and review sessions utilising video analysis and performance tools as appropriate, and ensure the Hong Kong Men's Team regularly assesses and makes use of the latest technologies and advances in cricket coaching.
- Follow a plan, do, review approach to identify barriers to best performance of the men's National Team and, in consultation with senior management, develop appropriate and innovative solutions.
- Provide oral and written reports, advice, assessments and debriefs to the CHK Board and/or the General Manager – High Performance, as required from time to time.

Other responsibilities:

- Assist with other CHK representative coaching programmes as required.
- Play an active role in the Youth Representative pathway.
- Assist with the delivery of coach education programmes.

QUALIFICATIONS:

Required Qualifications, Knowledge and Experience:

- Minimum of ECB or CA Level 3 (or equivalent) cricket coaching qualification.

- Minimum of five (5) years of coaching experience within a professional or semi-professional cricket environment (e.g. ICC Full Member First-Class Team / National Team or ICC Associate Member National Team).
- A track record as a coach of delivering results in high pressure and competitive cricket matches and events.
- Proven success in effectively leading, managing, developing and motivating high performance professional players, teams and a multi-disciplinary support staff.
- Working knowledge of high-performance cricket environments and performance, current trends in international cricket formats and international playing conditions.
- Comfortable with the latest high performance, analysis and monitoring technologies as they apply to cricket.
- Disciplined, self-motivated and with a strong work ethic to operate independently, or as part of a team, in a high-profile, growing and challenging sporting organization.
- Excellent interpersonal communication skills and able to establish and maintain relationships with diverse groups of players, coaching staff, management and Board members.
- Exceptional planning, co-ordination and organisational skills.
- A willingness to travel and to work evenings, weekends, and holidays as required.

Additional Desirable Qualifications, Knowledge and Experience:

- A deep understanding of the challenges facing Associate Member cricket and/or the development of cricket in Hong Kong.
- ECB or CA Level 4 or equivalent cricket coaching qualification.
- At least two (2) years of Head Coach experience in a Full Member professional cricket environment.
- First-Class or International playing experience
- Human Movement or Sports Science professional qualification
- Degree level education in Sport Management or a related management field.

Professional skills:

- 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 (of no more than six pages) with a cover letter (of no more than two pages) explaining their motivation in applying for the job and highlighting their relevant skills and experience.

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Please send all applications to the following e mail address: hr@hkcricket.org under the subject title: **Application – Hong Kong Men’s Head Coach.**

The closing date for all applications will be 6pm on 15th December 2022