

Emirates Cricket Board
Job Vacancy – UAE Team Head Coach (Men’s)

The Emirates Cricket Board (ECB) is the governing body for cricket in the United Arab Emirates (UAE) at all levels of the game. The ECB is an Associate Member of the International Cricket Council (ICC) and an ICC high performance funded country.

Following the departure of former Head Coach, Aqib Javed, the ECB is seeking to appoint a full-time National Men’s Head Coach, initially on a fixed-term, two-year contract.

The position will be based at the ICC Academy in Dubai (the training base and high performance service-provider for the UAE National Team and High Performance Programme), and the role will also involve significant domestic and international travel.

Further information relating to this exciting opportunity together with details of the application process can be in the attached document

Applications should be submitted to
committee@emiratescricket.com no later than Thursday 24th
November 2016



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Job Vacancy – UAE Team Head Coach (Men’s)

Job Description and Application Process

Background:

Emirates Cricket Board (ECB) is the governing body for cricket in the United Arab Emirates (UAE) at all levels of the game. The ECB is an Associate Member of the International Cricket Council (ICC) and an ICC high performance funded country.

The UAE is an important strategic and geographical focal point for global cricket, hosting many high profile cricket events, including Pakistan’s ‘home’ series’, the 2014 Indian Premier League, the 2016 Pakistan Super League as well as countless other international games and competitions. Furthermore, the UAE is the permanent home to the headquarters of the ICC, the global governing body for the sport.

Accordingly, the domestic game in UAE is well established and growing quickly, a trend reflected in the recent success of its National Men’s Team who qualified for the 2014 ICC World T20, the 2015 ICC Cricket World Cup and recently won the qualifying event at the 2016 ACC Asia Cup. The National Team currently have ICC One Day and T20 International status and are presently ranked 15th in the ICC T20I rankings.

The UAE National Team driven by the UAE High Performance Programme capitalise on the strategic and geographical importance of UAE. As a result of this the team annually competes against the myriad international teams that visit UAE. In addition many professional and first class teams spend extended periods of time here, creating numerous competitive opportunities that are very advantageous for the development of the national team. Furthermore, the UAE has 3 Test and 4 ODI venues meaning the country has an excellent range of playing facilities.

To maintain and accelerate the success of the national team, the men’s programme is currently undertaking a move from an amateur, part-time set up to an emerging professional set-up with the introduction of a small number of full-time, professional central playing contracts, as well as

a series of retainer agreements for the best part-time players that are eligible to play for the UAE.

This transition demonstrates ECB's ambition for the UAE team, the immediate strategic objectives are therefore to ensure that the UAE team retains its ODI and T20I status (late 2017) and subsequently challenges and qualifies for all upcoming ACC and ICC events including, the 2017 ACC Asia Cup, the 2019 ICC Cricket World Cup and the 2020 ICC World T20. In turn, the ECB expect the national team, to habitually compete with and beat its closest Associate peers as well a lower-ranked ICC Full Member teams over the medium and long-term.

Following the departure of former Head Coach, Aqib Javed, the ECB is seeking to appoint a full-time National Men's Head Coach, initially on a fixed-term, two-year contract.

The position will be based at the ICC Academy in Dubai (the training base and high performance service-provider for the UAE National Team and High Performance Programme), and the role will also involve significant domestic and international travel.

Key responsibilities for the role:

- The Head Coach will be responsible for developing a national team which meets and exceeds the strategic and performance objectives as set out by the ECB, directly accountable to the ECB Chief Executive and Board.
- The Head Coach, reporting to the UAE High Performance Manager will be expected to develop and deliver a (high performance) preparation and competition programme which equips UAE National Team players with the skills, attributes and habits to win games of international cricket, across formats and in all conditions.
- The Head Coach will manage a small multi-disciplinary team (support staff) to create, deliver, review and continuously improve the provision of coaching and support services to the UAE National Team players and High Performance Programme members built around individualised player development plans and a long-term team performance plan.
- On a day-to-day basis, the Head Coach will manage the UAE national team training programme including scheduling, player management and communication, including all matters related to upholding discipline and codes of conduct.
- The Head Coach will sit on the UAE national team selection committee and will be expected help develop clear player profiles for selection as well as influence the emerging scouting and recruitment processes including matters related to playing contracts. This will involve the Head Coach spending time at domestic tournaments and competitions as well as clearly tracking and monitoring the eligibility of potential UAE players.
- The Head Coach will be expected to set world class standards for their own coaching and as a result, world class standards for the players and staff within the UAE national team performance programme. There will be a mandatory requirement for the Head Coach to engage in a personal/ professional development programme as well as support the development of their immediate support staff and other coaches working within he ECB's system.

Person Specification:

Essential experience and skills - the Head Coach will be expected to demonstrate evidence of the following skills and experiences:

- A successful track record of coaching elite-level and/or professional cricket players and teams
- Hold an internationally recognised Level 3 cricket coaching qualification
- Directly improving the performance of cricket players and teams
- Using individual player development planning processes to underpin long-term team performance improvement, and in turn experience of creating and delivering high performance preparation and competition programmes
- Delivering coaching as part of a multi-disciplinary team including sports science and medical provision
- Experience of specialist or skill set lead coaching within a coaching team e.g. Batting Coach
- Successful, significant work with players from across Southern Asia as well as experience of working successfully with players and staff from different ethnic and cultural backgrounds
- Managing the work load of, and creating performance improvement programmes for full-time and part-time players
- Line management of staff
- Be fluent in written and spoken English
- Be able to work comfortably with a range of I.T. applications, specifically athlete management software and performance analysis software

Desirable Experience and skills - the Head Coach may be able demonstrate evidence of the following skills and experiences:

- A successful track record as a Head Coach in First Class, professional franchise or international cricket at Associate or Full Member level
- Hold an internationally recognised Level 4 coaching qualification
- Hold a graduate qualification in a sports science, coaching or management qualification
- An ability to communicate verbally in Urdu and/or Hindi, or other South Asian language/dialect

Personal Attributes and Expectations: ECB are looking for:

- An inspirational, confident and personable leader, who is capable of and ambitious to build strong, personal relationships with people from a broad and diverse range backgrounds and ethnicities.

An individual who is prepared to unify a playing group who come from a range of countries, cultures and backgrounds and flex their approach accordingly to establish a success focussed team culture.

- An individual that recognises the inherent opportunities, potential and challenges within the role and context of the role and approaches each with optimism, consideration and a willingness to find innovative solutions to help UAE to outperform its peers and rivals.
- An accomplished planner, capable of balancing the diverse, individualised needs of a group of full and part-time players alongside the needs of the ECB as well as managing the relationship between winning and development/ improvement.
- An outstanding team and individual coach, who daily will be expected to create inspiring and impactful learning environments, based on the needs of individual players, framed by the ultimate requirement for the UAE team to win games of international cricket.
- A self-sufficient Head Coach who is prepared to work hard as part of a very small team to help improve the performance of everybody involved in the UAE national team programmes, both players and staff alike.
- A Head Coach that has a very clear definition of 'world class' and is able to implement a programme founded on world-class ambitions with high, realistic standards and benchmarks which underpin the UAE national team programme.
- A willingness to influence and drive change and adapt quickly to the specific demands of the UAE and broader cricket-context, e.g. part-time players, ICC qualification criteria, new sectorial and scouting processes, the demands of different playing formats
- A Head Coach that is passionate about the development of cricket in the UAE and the development of a team which the nation can be proud of and supports, in order to grow the game and awareness of the UAE National Team both domestically and internationally

Key Relationships:

- UAE National Team players (full and part-time)
- ECB Chief Executive
- ECB Board
- UAE High Performance Manager (part-time)
- UAE Cricket Operations Manager (part-time)
- ECB Development Manager (full-time)
- UAE High Performance staff:
 - Assistant Coach/ Analyst (full-time)
 - Head of Sports Science/ Head of Conditioning (part-time)
 - Physiotherapist (full-time)

- Consultant Specialist Coach/es (part-time)
- Selection Committee:
 - Chairman of Selectors
 - ECB Board Member
 - X 2 Selectors
- ECB Marketing and PR Team (part-time)
- ICC High Performance Manager
- ICC Academy Manager
- ICC Academy Operations Manager
- ECB Development Staff

Remuneration:

A package commensurate with experience will be offered, including:

- An attractive, tax-free salary
- ECB funded healthcare
- Annual flight allowance
- Laptop
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Applications:

Candidates interested in applying for this position send their current CV (giving details of their current remuneration package) together with a covering letter detailing why they think they are suited for this role.

The ECB will be looking for specific evidence and examples of the experiences, skills and attributes outlined as requirements within the Job Description and Person Specification.

All application must be submitted to committee@emiratescricket.com

The closing date for applications is Thursday 24th November 2016

Due to the high volume of applications we expect to receive for this role, the ECB will not be able to provide feedback to unsuccessful applicants.