



DURHAM CRICKET

EMPLOYMENT PACK



DURHAM CRICKET

FOUNDATION

COMMUNITY DEVELOPMENT OFFICER



INTRODUCTION AND OVERVIEW

Durham County Cricket Club was established as an amateur Minor County in May 1882. Cricket's most successful Minor County and the first to beat a First-Class County, Durham was awarded first class professional status in December 1991 – the only new First-Class County in over 70 years – and became a private limited company in 2004.

Since 2007 DCCC has won the County Championship three times and been runners up once, won the Fifty Over Competition twice in Lord's finals and appeared twice in T20 Finals Day.

Since becoming a first-class county, DCCC has established English cricket's most successful academy, producing international stars for England, including Steve Harmison, Paul Collingwood, Mark Wood and Ben Stokes

Durham CCC created the first new English Test Match stadium in over 100 years securing a long-term stadium naming rights sponsorship with Emirates Airways. The venue has a 15,000 permanent seating capacity and the Club has staged international cricket every year since 1999, including the successful Ashes Test held in 2013 and three games in the ICC Cricket World Cup in 2019. The Club has been awarded a further package of international matches to 2024.

A successful rebrand in 2018 created a new Durham Cricket identity. Durham Cricket is now the umbrella organisation encompassing all elements of cricket provision in the county covering the professional and recreational game and all activities impacting on the wider community of the county and beyond.



Durham Cricket Foundation is the charitable arm of Durham Cricket. The Foundation works to develop cricket's role as a vehicle for delivering positive social impact. Cricket has a unique ability to connect communities and improve lives.

The Foundation's purpose is to inspire vibrant, healthy and happy communities, providing support to individuals to achieve their potential and to drive the aspirations of the North East Community to

a higher level. This is achieved through the provision of health and wellbeing, education and training, community cohesion and cricket development projects and events.

By bringing this purpose to life, the Foundation worked with over 17,000 people last year, having a positive impact across a modern and diverse society.

The aim of Durham Cricket Foundation is to:

- Enable individuals and families to develop healthier and happier lifestyles through the provision of health and wellbeing activities and programmes.
- Support the development of vibrant and respectful communities through innovative programmes for social integration and active citizenship.
- Provide opportunities and develop projects which target deprivation wards, women and girls, disabled people, and minority ethnic groups.
- Provide education and training opportunities for schools and the wider community.
- Provide more opportunities for inclusive sport and play.
- Fundraise to support Durham Cricket's charitable and community programmes and events.

These aims and aspirations form part of Durham Cricket Foundation's role in supporting Durham Cricket to become an important and influential part of the wider North East community.



VISION, PURPOSE AND VALUES

BUSINESS DIRECTION, VISION AND VALUES

Durham Cricket has an essential role as the strategic delivery arm of the ECB in north east England. Durham Cricket also has the opportunity to mark out a very distinctive position in the world of cricket through the development and communication of an inspiring common purpose and strong individual identity (the Durham Cricket brand).

Our vision aligns the organisation from Changing Room to Boardroom, bringing together cricketing and commercial goals and resonates with our community (customers).

An effective Durham Cricket brand demands focus, ambition and a consistent approach to everything we do. There is an expectation that all our people will follow the vision, live and breathe the values and adhere to a set of consistent behaviours. These are all set out below.

VISION

Durham Cricket will be recognised as having a winning culture on and off the field achieved by highly engaged people who enjoy working together with pride and passion.

PURPOSE

UNLEASHING POTENTIAL THROUGH CRICKET IN THE NORTH

VALUES

PROUDLY NORTHERN

We stand for something. We are family. Genuine, welcoming with a resilient spirit and a sense of fun.

PASSIONATE ABOUT DURHAM

We care about our club, our business and our brand. The passion and emotion unites us and drives us forward to create opportunities for the north on a national and global stage.

PURSUING EXCELLENCE

We strive to be the best we can be. Continuously improving and pushing ourselves to set higher standards.

UNIQUELY CRICKET

Cricket is at our heart and heritage. It makes us unique and its principles guide everything we do.

BEHAVIOURS

- We are ambitious in the goals we set
- We actively seek and encourage feedback in pursuit of excellence
- We focus on continuous improvement
- We are accountable for our actions
- We catch people doing things right
- We are adaptable and flexible
- We stay true to our vision



DURHAM CRICKET

DURHAM CRICKET FOUNDATION COMMUNITY DEVELOPMENT OFFICER

This new and exciting role with Durham Cricket Foundation seeks an energetic and experienced individual who can deliver across a wide range of key priorities and objectives.

Post Title:	Community Development Officer
Responsible to:	Foundation Manager, Durham County Cricket Foundation
Contract:	Full Time (35 Hours Per Week)
Liaison with:	Schools, Community Groups, Local Authorities, Durham Cricket and other external parties
Salary:	£18,000 - £22,000 (Dependent upon experience)

MAIN JOB PURPOSE

To deliver and assist across a wide range of community and school programmes for the Durham Cricket Foundation. Reporting directly to the Foundation Manager, the successful applicant will lead on a number of exciting projects and identify new opportunities to continue to develop the engagement and reach of the charity. This role will be based at Emirates Riverside but it will involve work across the region.

RESPONSIBILITIES & DUTIES

- To deliver the Foundation's charitable activities across the region, through the provision of a diverse and inclusive programme of activity
- Deliver quality, innovative programmes, health activities and opportunities to a wide variety of groups, included but not limited to; children and young people, women and girls, older people, disabled people and marginalised groups
- Effectively monitor, collect data, report and evaluate all aspects of work
- Maintain regular communication and dialogue with participants, whilst evaluating the sessions through participant feedback and review in order to evaluate impact of project delivery

- To work closely with Durham Cricket to identify opportunities for sustainable pathways from Foundation projects into the wider cricketing community and to continue to develop cricket opportunities within the Foundation
- To support, research and identify opportunities to develop the Foundation's charitable activity
- Maintain a good knowledge of National and local initiatives which are of benefit to the Foundation and Durham Cricket's community arm
- Work alongside the Foundation Manager to support the delivery of Foundation fundraising events
- Work alongside the Foundation Manager and the Durham Cricket marketing team to increase awareness of delivery through social media and other platforms
- Deliver upon the matchday activation programme for Durham Cricket, in particular supporting the Family Zone during the T20 Blast season

PERSON SPECIFICATION

Please note that you do not have to have a background within cricket to apply for this role, relevant training will be provided.

Essential
Desirable

QUALIFICATIONS & TRAINING

Minimum qualification UKCC Level 1 (or equivalent) in cricket / multisport coaching / other community delivery work	E	
UKCC Level 2 in cricket or multisport coaching		D
Attendance on First Aid and Good Practice & Child Protection courses	E	

EXPERIENCE & UNDERSTANDING

Experience of coaching young people, ideally in a range of environments including schools/ clubs/ youth clubs / community settings	E	
Experience of working with older people, ideally in a range of environments		D
Experience of coaching in schools / community youth provision	E	
Experience of working with and delivering activity to hard to reach groups	E	
Flexible and creative approach to coaching	E	
Experience of undertaking risk assessments		D
An understanding of the needs of target groups including women and girls, older people, disabled people, participants with social, emotional and mental health needs and people from areas of deprivation	E	
Event organisation and planning	E	
Use of social media and other related platforms		D
Understand child protection and welfare principles, policies and procedures	E	
Experience of working within the voluntary sector or within sport development	E	
Experience of partnership working and the ability to create strong and sustainable links		D
Experience of charitable fundraising		D
An understanding of the ECB's Inspiring Generation plan		D

KEY SKILLS

Strong communication, interpersonal, planning and organisational skills.	E	
Be self-motivated and have the ability to motivate others	E	
IT literate	E	
Ability to lead and support teams	E	

Ability to meet agreed targets	E	
Ability to work unsupervised	E	

SPECIAL APTITUDES

Valid driving licence and regular access to effective means of transport	E	
Flexible working week, available evening and weekends	E	
A willingness to learn and commitment to continuous professional development	E	
Commitment to and ability to promote equality of opportunity	E	

SPECIAL CONDITIONS

The post holder will be based at the Emirates Riverside as part of the Durham Cricket Foundation. Due to the nature of the work the post holder will carry out his/her duties as such times/days which are most effective to perform the tasks required. This may involve some out of hours work – evenings, weekends, Bank Holidays, as necessary. The Club may require attendance at events, presentations, meetings at various times. The policies of the Club reflect a 52 week, 7 day operation for all cricket provision.

EQUAL OPPORTUNITIES IN EMPLOYMENT POLICY STATEMENT

It is the policy of Durham Cricket to treat all employees and job applicants fairly and equally regardless of age, disability, gender, reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. Furthermore Durham Cricket will ensure that no requirement or condition will be imposed without justification which could disadvantage individuals purely on any of the above situations.

We recognize and value the difference and individual contribution that people make to the organisation. We strive to ensure that diversity as well as equality is embedded in all our policies, procedures and practices, responding to employees’ needs and encouraging employee development to increase their contribution to effective service delivery.

HOURS

Full-time employed

SALARY

£18,000 - £22,000 per annum depending on qualifications and experience

HOLIDAYS

28 days per annum (pro rata) which includes the 8 statutory Bank Holidays in England & Wales

PENSION SCHEME

Automatic Enrolment into the Royal London Group Personal Pension Plan. Matched employee contributions up to a maximum contribution of 5% of Basic Salary.

WORKPLACE

Durham Cricket, Emirates Riverside, Chester-le-Street, DH3 3QR

TO APPLY

To apply for the role please send a covering letter detailing your suitability for the role and a current CV to recruitment@durhamcricket.co.uk. Closing date for applications is **10th February 2020**.

Interviews to be held **w/c 17th February 2020**.

In selecting their preferred candidate Durham Cricket will be looking for specific examples of the experience, skills and attributes outlined as requirements within the Job Description and Person Specification.

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