



## **HEAD OF CRICKET DEVELOPMENT**

**JANUARY 2019**

The Portsmouth Grammar School is a leading co-educational school located in the historic heart of Portsmouth. The school is an IB World School and offers the IB Diploma alongside A Level.

The school is seeking to appoint a Head of Cricket Development from January 2019. The successful applicant will join the PE & Games Department and report to the Head of Cricket and the Director of Sport.

The successful applicant will be an experienced and well qualified cricket professional who wishes to coach both boys' and girls' cricket and develop new initiatives within a highly supportive and exceptionally well resourced educational environment.

Most of the work of the Head of Cricket Development will be during term time but there is also an expectation that the person appointed will coach PGS Cricket Academy sessions in the school holiday periods. There is some flexibility in day-to-day attendance throughout the year, depending on both the requirements of the Department and school, and this will be discussed and negotiated with applicants on an individual basis.

We recognise the role may be attractive to a candidate who has a longer term aspiration to become a teacher and there may be opportunities to gain some teaching experience. For example, on occasion, the post-holder may be asked to cover Games lessons in support of other Department staff, which may involve teaching classes on their own; however this is not a regular occurrence.

### **Description of the Post: Head of Cricket Development**

Applications are welcomed from experienced coaches qualified to at least ECB Level 2, with the enthusiasm for working with young athletes. You will have a thorough knowledge of the coaching techniques required to plan, deliver and evaluate sessions against agreed learning outcomes, and be able to stretch talented and/or novice cricketers for a squad between the ages of 11 and 18.

The successful candidate will be well organised and able to establish a firm but friendly relationship with the pupils he or she coaches. Excellent administration skills are required to successfully plan and deliver a comprehensive coaching programme.

Your primary responsibility will be to coach the 1<sup>st</sup> X1 and support their programme of fixtures and training throughout the year, as well as assisting the A team coaches from U12 – U15 during their Games and after school sessions.

Your commitments will be confirmed by the Director of Sport but you will typically coach teams every afternoon during the school day and for three after-school sessions and take charge of the 1<sup>st</sup> X1 for their Saturday fixtures. Fixtures take place at both our PGS sports ground in Hilsea, Portsmouth and across the region at other schools on our fixtures list.

During the Autumn and Spring Terms when Cricket is not a main sport there will be ongoing pre-season and Cricket Academy sessions. For suitably qualified applicants there will be potential for further involvement in other sports such as rugby and hockey.

**Key duties:**

Under the direction of the Head of Cricket / Director of Sport;

- Deliver all 1<sup>st</sup> X1 coaching and fixtures throughout the year
- Be responsible for the PGS Cricket Academy
- Prepare and deliver training sessions for pupils throughout the senior school which encourage improvement and progression for all pupils, taking into account age and ability level
- Prepare and deliver tailored 1-2-1 technical and skills sessions for sports scholars and other selected pupils
- Encourage participation and skills across the senior school, for both boys and girls, through active promotion of the sport
- Ensure all administrative tasks are completed effectively in support of coaching and fixtures, as requested by the Director of Sport and the Head of Cricket.
- Attend all relevant INSET as required by the school

## **The PGS Cricket Academy**

The PGS Cricket Academy manages, administers and delivers a comprehensive coaching programme for the development of our most committed cricketers.

The Academy programme runs throughout the year, and offers young cricketers an opportunity to develop not only their physical skills, but also all areas of performance through a series of classrooms sessions, in addition to a range of cricket specific sessions.

In the Autumn term players can take part in a number of skills specific groups, focussing on physical and technical development. From January groups are adjusted into ability levels and focussed more on game play. All groups are strictly limited in their number to maintain maximum contact. In addition to the Academy sessions taking place throughout term time, all academy members (approximately 40 whose places are selected based on potential and commitment to school sport), receive a 1-1 session each term / half term break. These sessions are largely delivered by the Head of Cricket Development, supported by other coaches.

Throughout the summer holiday the Head of Cricket Development is responsible for coordinating and delivering a series of coaching clinics. These are very much aimed at committed young players and are not seen as a Summer Sports Camp open to all.

Many of our academy cricketers will be attached to a local county, and so it is the responsibility of the Head of Cricket Development to maintain regular contact with the relevant county junior staff.

## **Sport at PGS**

The Portsmouth Grammar School has a national reputation for the range and quality of its sport. Many pupils are attracted to the school, not just because of the academic excellence, but also by the reputation we have earned for sporting success. That said, sport for all is of equal importance to us and we are proud of various initiatives that ensure all pupils at PGS have the opportunity to represent the school in some way. We are committed to providing opportunities for all. This means the provision of a vibrant and enjoyable physical education curriculum, a broad and diverse range of co-curricular opportunities and support for those who wish to develop to the highest levels of representative sport. PGS played girls' cricket for the first time in summer 2018.

In the autumn term 2017, 608 pupils represented the school in over fifty teams, in seven different sports and it is not unusual to see up to four hundred pupils in action on a normal Saturday of fixtures.

Our varied cricket fixture list currently includes King Edward VI Southampton, Abingdon, Canford, Kingston Grammar School, Brighton College, RGS Guildford and Cranleigh. We also host the prestigious Twenty20 tournament, *The South Coast Slam*, and we have well-established links with Hampshire Cricket.

## **Our Facilities**

The Sports Department has excellent facilities; on the main school site in Portsmouth there is a Sports Hall with climbing wall and 5 indoor cricket nets, three squash courts, an athletic development gym, a fitness suite comprising over twenty cardiovascular stations, and a dance studio. Our excellent facilities at Hilsea include the Fawcett Pavilion, four rugby pitches, two cricket pitches, a water-based Astroturf plus a training area, eight artificial and six grass cricket nets and a hard court area of four netball courts or five tennis courts. Pupils regularly use Governors Green in Old Portsmouth and the school enjoys regular access to HMS Temeraire's excellent facilities that neighbour the main site consisting of a Sports Hall, swimming pool, three artificial surfaces for rugby and hockey and an athletics track. Pupils can enjoy triathlon training and athletics at the Mountbatten Centre, Football at the Roko Health Club, as well as using the Portsmouth Dome for indoor tennis.

We also enjoy a growing partnership with the university and their plans for the development of sports facilities in the near future offer further exciting potential for PGS. There is a vast array of co-curricular opportunities led from within the department including morning, afternoon and after school activities every day of the week.

In addition, the department organises a comprehensive touring programme that includes an annual pre-season training camp in Lanzarote and regular overseas cricket tours. In 2017 there was a cricket tour to Sri Lanka and there is an overseas U15 Tour planned for 2020.

### **Contract of Employment:**

The appointment will be to the support staff of the school from January 2019. The annual salary will be dependent upon the qualifications and experience offered by the successful candidate. No overtime will be payable.

At the time of appointment the contractual working hours per week will be agreed within a flexible framework which will include weekend fixtures and holiday coaching commitments. There is an expectation that the post-holder will support overseas tours as part of the staff team. The working pattern throughout the year will be agreed in advance with the Director of Sport and could be in the region of 24-26 hours per week during term times.

A sixth month probationary period will apply.

All conditions of employment are detailed in a separate contract issued by the Bursary.

The Portsmouth Grammar School prides itself on being a caring employer and all staff are encouraged to discuss any aspects of their terms and conditions of employment initially with their line manager and, as necessary, with the Bursar who signs all contracts of employment on behalf of the Governing Body.

**Benefits:**

The school is a strong supporter of Continuing Professional Development (CPD) and support staff wishing to undertake appropriate professional training can apply for financial support towards any associated costs.

Key financial benefits of employment at PGS include a generous salary structure and leave allowance. A two course lunch is provided to all staff during terms.

The school has a pension scheme and a non-contributory death-in-service policy. We operate a salary sacrifice scheme linked to the payment of school fees.

Other benefits include the acceptance of the Government's Child Care Vouchers as well as being an approved operator of the 'salary sacrifice' Cycle to Work Scheme. Additional benefits include free use of the school's Sports facilities which include a well-equipped Fitness Centre.

The school is always looking for innovative ways to improve the working conditions and remuneration of its employees and welcomes suggestions from all staff.

**How to apply:**

PGS is committed to safeguarding children and the successful applicant will be subject to an Enhanced Disclosure DBS check.

Further information is available on the website at [www.pgs.org.uk](http://www.pgs.org.uk) under the 'About Us' section and any queries regarding the vacancy should be emailed to [HR@pgs.org.uk](mailto:HR@pgs.org.uk).

An electronic application would be preferable, submitted to [HR@pgs.org.uk](mailto:HR@pgs.org.uk). All applicants should complete a support staff application form, with a full curriculum vitae and a covering letter addressed to the Head, Dr Anne Cotton. Postal applications should be addressed to The Head, The Portsmouth Grammar School, High Street, Portsmouth, Hampshire PO1 2LN. Please include email addresses whenever available. All applications should be accompanied by the names, addresses, email and telephone numbers of two referees.

The closing date for receipt of applications is noon, 4 October 2018 and early applications are encouraged. Interviews are scheduled to take place on 11 October 2018 and candidates are asked to allow the whole day for the process.

*September 2018*