



# CANDIDATE BRIEF

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## PATHWAY COACH (EARLY ENGAGEMENT LEAD)

FEBRUARY 2026





## AN INTERNATIONAL SPORTING VENUE, A PROFESSIONAL COUNTY CRICKET CLUB AND A THRIVING COMMUNITY HUB

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We are Trent Bridge, a cricket ground of global repute first established in 1838. We're proud of our illustrious history but mindful too that our future prosperity is reliant on continual investment in our facilities, our professional team and our lauded community programmes.

Trent Bridge, the home of Nottinghamshire County Cricket Club, is looking to recruit a permanent Pathway Coach (Early Engagement Lead) who will be working in conjunction with the Nottinghamshire Boys Talent Pathway staff.

The successful candidate will be responsible for leading the delivery of all aspects of the Nottinghamshire's Early Engagement (Under 10-12) Assessment process, Winter Training and Summer Match-play Programmes.

Thank you for your interest in this role.

## **PROFESSIONAL DEPARTMENT ROLE PROFILE**

### **Pathway Coach**

**RESPONSIBLE TO: Head of Talent Pathway**

#### **RELEVANT GENERAL OBJECTIVES**

Working in conjunction with the Nottinghamshire Boys Talent Pathway staff, you will be responsible for leading the delivery of all aspects of Nottinghamshire's Early Engagement (Under 10-12). Including Assessment process, Winter Training and Summer Match-play Programmes.

We are seeking an individual with coaching experience in a high performing environment and will have a positive impact on development of players within the programme.

The role will focus on people and programme delivery through collaboration with key staff and external Stakeholders.

#### **Specific Responsibilities**

- Designing a fair and transparent selection process and smooth delivery of the Early Engagement winter training and summer playing programme in conjunction with other coaches.
- Delivery of the foundation developmental stage of the player pathway and it's alignment with the Nottinghamshire Pathway.
- Recruitment of players from a variety of sources.
- Provide clear, concise and high-level feedback to selected and non-selected players.
- Excellent organisational and IT skills and the ability to multi-task and work well under pressure with time constraints are key attributes.
- An emphasis on all players receiving quality training and match-play experiences
- Regular progress reports on progress to the Head of Talent Pathway and evaluate programme outcomes.
- The role will include coaching across the wider Nottinghamshire County Age Group (CAG) programme, supporting the delivery of coaching skill sets and contributing further along the player pathway, depending on experience.
- To serve as a role model in conjunction with the Club's core values and strategic plans.
- To undertake any other related duties as directed by the Head of Talent Pathway.

## **Key Performance Indicators**

- To be agreed in consultation with the post-holder annually in end of year reviews and written into a yearly work programme.

## **EQUITY, DIVERSITY AND INCLUSION**

Nottinghamshire County Cricket Club is committed to being an Equal Opportunities Employer.

The Club recognises the benefits of a diverse workforce and is committed to providing a working environment that is free from discrimination.

The Club will seek to promote the principles of equality and diversity in all its dealings with employees, workers, job applicants, clients, customers, suppliers, contractors, recruitment agencies and the public.

All employees and those who act on the Club's behalf are required to adhere to this policy when undertaking their duties or when representing the Club in any other guise.

## **SAFEGUARDING**

Nottinghamshire County Cricket Club is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

We ensure that we have a range of policies and procedures in place which promote safeguarding and safer working practice across our services and are committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice and the ECB requirements to ensure that all children participating in Cricket have a safe, positive and fun experience, whatever their level of involvement.

**PERSON SPECIFICATION**  
**Early Engagement Coach**

|                   | <b>Essential</b>   | <b>Desirable</b>   |
|-------------------|--|--|
| <b>Experience</b> | <ul style="list-style-type: none"> <li>- Experience delivering within a cricket talent pathway</li> <li>- An ability and demonstrable experience of using your initiative and high levels of problem-solving skills to achieve goals and key objectives within certain timeframes.</li> </ul>  | <ul style="list-style-type: none"> <li>- Experience of developing and implementing coaching plans</li> </ul> |
| <b>Knowledge</b>  | <ul style="list-style-type: none"> <li>- Strong awareness of talent selection processes.</li> <li>- Awareness of ECB players pathways.</li> <li>- A good level of understanding of Microsoft Office, including Word, Powerpoint and Excel.</li> <li>- Good knowledge of safeguarding and welfare when coaching young people.</li> </ul>  | -  |
| <b>Skills</b>     | <ul style="list-style-type: none"> <li>- Excellent coaching, communication and organisational skills.</li> <li>- Demonstrable experience of communicating clearly and concisely through both written and verbal communication to deliver services and information to a diverse range of stakeholders.</li> <li>- Able to operate safely within the workplace by identifying risk and using safe working practices and actions to minimise it.</li> <li>- Able to work unsupervised.</li> <li>- Able to write reports.</li> <li>- Good time management, negotiation and presentation skills.</li> </ul> | - .  |

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|---------------------------------|--|--|
| <b>Qualifications</b>           | <ul style="list-style-type: none"> <li>- Qualified coach to ECB Core coach (Level 2) qualification.</li> </ul>   | <ul style="list-style-type: none"> <li>- ECB Advanced coach (level 3) qualification.</li> <li>- Valid First Aid Certificate</li> </ul> |
| <b>Qualities &amp; Attitude</b> | <ul style="list-style-type: none"> <li>- Understanding the meaning of sports equity.</li> <li>- Ability to work within a team and build strong working relationships with team members and stakeholders at all levels.</li> <li>- Willingness to work outside normal office hours when necessary.</li> </ul> |  |
| <b>Other</b>                    | <ul style="list-style-type: none"> <li>- Able to seek out and respond positively to development opportunities as they arise, supporting and sharing learning with others.</li> <li>- The post will be subject to an enhanced DBS check.</li> <li>- Valid UK driving licence</li> </ul>                       |  |

## HOW TO APPLY

For a full job description, including the person specification please visit

<https://www.trentbridge.co.uk/jobs/index.html>

Please apply via our recruitment link at

<https://nottinghamshirecountycricketclub.livevacancies.co.uk/#/job/details/39>

If you have any questions please email the HR Department at: [recruitment@trentbridge.co.uk](mailto:recruitment@trentbridge.co.uk)

Closing date for receipt of applications will be **12.00noon Friday 13<sup>th</sup> March 2026**

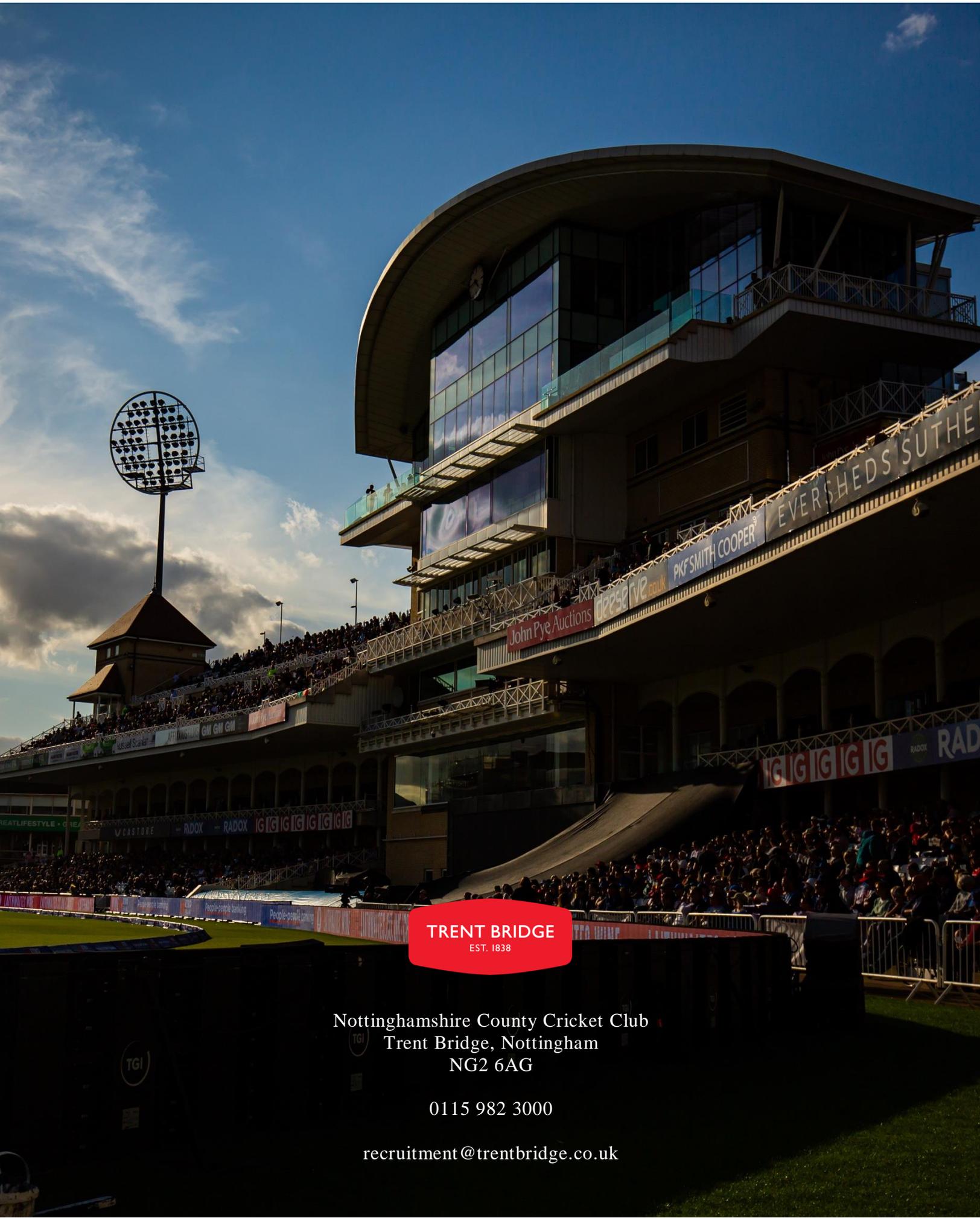
Interview Date: **Week commencing 23rd March**

We reserve the right to close this vacancy early if we receive sufficient applications for the role.

Therefore, if you are interested, please submit your application as early as possible

We are committed to safeguarding and promoting the welfare of children, young people and adults and expect the same commitment from all staff and volunteers

We are an equal opportunity employer. we celebrate diversity and are committed to building an inclusive environment for all employees. when submitting your details, please let us know if you require any support or reasonable adjustments during the interview process



**TRENT BRIDGE**  
EST. 1838

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