

Role Description and Person Specification

Role title:	Caledonian Highlanders South Boys Head Coach
Salary:	Hourly and Daily Rates
Duration:	Fixed Term appointment until September 2027
Location:	Scotland
Reports to:	Head of Performance Pathway

Cricket Scotland has an exciting opportunity for a **Caledonian Highlanders South Boys Head Coach** to join our team.

As the national governing body for cricket in Scotland, we deliver the game from grassroots to international level, ensuring that cricket continues to grow as a sport for everyone. We are looking for a **Caledonian Highlanders South Boys Head Coach** to support the continued development of young male cricketers in the region on the Cricket Scotland Performance Pathway.

Who are we?

Cricket Scotland is the national governing body for the sport of cricket in Scotland. We are responsible for organising and developing the game at every level – from grassroots participation to elite international competition. Our primary goal is to promote and enhance the growth of cricket in Scotland, both in terms of player development and the overall popularity of the sport.

Our four-year strategy, *Uniting People and Communities through Cricket (2024–2028)*, is underpinned by our values and sets out a clear vision for the future of the game.

Cricket is a game that ignites excitement and passion – a sport to be enjoyed by everyone. We want increased participation and on-field success to help unite people, communities, and our nation. We know that cricket is the most diverse sport in Scotland, and we are committed to making it the most inclusive and welcoming.

Alongside our international teams' success, we are equally committed to developing cricket at grassroots level. We support and organise leagues, coaching, and community programmes across the country to grow participation, identify talent, and create positive cricket experiences for all.

Role Overview

Within this role, you will be responsible for:

- Fulfil role as Lead Coach for the Caledonian Highlanders South Regional Boys programme. This includes attending all training sessions and matches as agreed with the Head of Performance Pathway.
- Communicate effectively with players and parents regarding programmes, expectations, player feedback and selection.
- In conjunction with the National Performance Pathway Coaches and sport science staff to devise a suitable tailored training programme specific to the programme's members' needs.
- Develop game day plans for the players involved with the squad.
- Work with other National coaches, other regional coaches to observe as many players as possible throughout the year.

- Complete the Cricket Scotland performance pathway player monitoring documents for squad members.
- Ensure strong communication between players, parents and clubs including the delivery of an induction session for parents.
- Lead on selection for the winter and summer squads following the Cricket Scotland Selection process.
- Attend all meetings involving the performance coaching group and any CPD opportunities provided by Cricket Scotland.

Skills, Knowledge and Experience

The postholder will combine sound practical knowledge with strong communication and organisational skills to support players, parents and coaches in line with Cricket Scotland's development priorities.

To be considered for this role, you should be able to demonstrate:

Knowledge and Experience

- Significant experience coaching cricket to young and adult cricketers, ideally in various environments, including state/province/county/regional squads, national youth, and senior level.
- An understanding of performance planning and player development plans.
- Practical experience and demonstrable knowledge of player development programmes in performance sport.
- Evidenced knowledge and understanding of talent identification and development.
- Experience of working effectively with a range of partners and stakeholders, building constructive relationships.
- Awareness and understanding of Equality, Diversity and Inclusion and its practical application in sport.

Skills and Attributes

- Strong communication and interpersonal skills, with the ability to collaborate effectively.
- Good organisation and planning skills, with the ability to prioritise and meet deadlines.
- Competence in the use of IT systems for communication, monitoring and reporting.
- Ability to work both independently and as part of a team.
- A flexible and adaptable approach to meet the needs of the role.

This position involves regulated work with children and young people. Candidates will require satisfactory **PVG Scheme membership** to be considered for appointment.

Hours of Work

This is a part-time role, working an average of 4 hours per week.

Due to the nature of the role, a flexible approach to working hours is expected, including evening and weekend work in the winter and some weekday activity during the summer months.

Place of Work

The postholder will be based in a mixture of locations throughout Scotland and the UK.

The successful candidate must be resident in Scotland, eligible to work in the UK, and hold a valid visa or work permit (if required) that allows them to undertake this form of employment.

Appointment Duration

This is a fixed term appointment until September 2027.

Our Commitment to Inclusion

Cricket Scotland is committed to creating a diverse and inclusive organisation that reflects the communities we serve. We actively welcome applications from individuals of all backgrounds, cultures, identities and experiences.

We believe that diversity of thought and lived experience strengthens our leadership and helps us better deliver our vision and strategy for the future of Scottish Cricket.

To help us monitor and improve the inclusivity of our recruitment process, applicants are invited to complete our short Equality Monitoring Form, which can be found here: [Cricket Scotland Equality Monitoring Form – Job Applicants](#)

Our Values

Our core values are central to everything we do. They describe what is important to us, how we will work together to achieve our goals, and the behaviours we look for – and those we discourage – in our interactions with each other.

- We are proud to be **diverse**, committed to being **inclusive** and **welcoming**.
- We are **transparent** and **accountable** to ourselves and our sport.
- We ensure **people are central** to everything we do.
- We are **bold** and **brave** to drive the sport forward.
- We always remember cricket should be **enjoyable for all**.

Application Process

To apply for this opportunity please select click [HERE](#) and head to our recruitment portal, where you will be asked to initially provide your personal details, and then to upload a copy of your CV and a cover letter that shows your interest in this opportunity, and what you will bring to this role.

The closing date for the post is **18 November 2025**.