

Role Description and Person Specification

Role title:	Men's Head Coach
Salary:	£75,000 per annum
Location:	Scotland
Reports to:	Head of Performance
Term:	Two Year

Cricket Scotland have an exciting opportunity for a Men's Head Coach.

As the national governing body for cricket in Scotland, we deliver the game from grassroots to international level and our national teams compete on the global stage. We are looking for an inspirational leader to drive performance and lead the Scotland Men's Team through upcoming ICC qualification events and tournaments.

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 has a long history in Scotland, with records dating back to the 18th century, and Scotland became an Associate Member of the International Cricket Council (ICC) in 1994.

The Scotland men's and women's national teams regularly compete in international tournaments, achieving notable successes with memorable victories against higher-ranked teams and strong performances in global competitions. These achievements have raised the profile of cricket in Scotland and inspired more young people to take up the sport. Success at senior level has been matched by the men's and women's U19 teams, who have consistently qualified for ICC World Cups.

Alongside international success, Cricket Scotland is committed to developing cricket at grassroots level. We support and organise leagues, tournaments and coaching programmes across the country to grow participation, identify talent, and provide the training and resources needed for players to progress in the game.

Why join us?

This is a key role at a pivotal time for Cricket Scotland. With qualification for the 2027 ICC Men's Cricket World Cup and the 2028 ICC Men's T20 World Cup central to our strategy *to deliver sustainable success on the pitch*, the Men's Head Coach will play a vital part in delivering sustainable success on the international stage.

You will lead and inspire the Scotland Men's National Team, build a connected and skilful playing group, and ensure the continuous development of players through alignment with our high-performance pathways.

This is an exciting time for Cricket Scotland to move forward as an organisation to deliver our vision to unite people and communities through cricket. Looking ahead, Scotland will co-host the ICC Men's T20 World Cup in 2030 alongside England and Ireland.

Role Overview

Scotland Men currently sit at the top of the ICC Cricket World Cup League 2 table, competing for qualification to the 2027 ICC Cricket World Cup in Namibia, South Africa, and Zimbabwe. The CWCL2 campaign resumes in March 2026 with decisive series taking place in Namibia Nepal, and Scotland.

This role is a unique opportunity to lead Scotland through qualification events, coach at ICC global tournaments, and make a lasting impact on the development of players within a high performing Associate cricket environment.

Key responsibilities within the role include:

- Lead the preparation, performance and management of a world-class Scotland team across all formats of the game, ensuring readiness to compete successfully against all ICC member nations.
- Drive the development of a squad capable of achieving and exceeding Cricket Scotland's strategic and performance objectives, reporting directly to the Head of Performance.
- Lead and line-manage a team of full time and part time coaching support staff and, collaborate with consultant specialists to ensure the squad is well resourced ensuring seamless integration across cricket, physical and mental skills elements.
- Work proactively with the Performance Operations Manager to carry out team management, operational planning and logistics support.
- Build and sustain a high-performance culture that reflects Cricket Scotland's values, fosters inclusivity, and supports the development of players on and off the field.
- Serve as a member of the national selection panel contributing to transparent and evidence-based decisions.
- Leverage data, technology, and performance analysis, working closely with the performance analyst and coaching team to integrate insights into team preparation, opposition planning, and player development.
- Contribute to the broader performance pathway by engaging with the pathway programme and domestic cricket structures, identifying emerging talent and supporting their transition to international cricket.

Person Specification

To be considered for this opportunity, you should be able to demonstrate the following skills, experience and knowledge:

Essential

- A successful track record of coaching elite/professional cricket players and teams.
- ECB or ICC Level 3 performance cricket coaching qualification (or above), or equivalent.
- Successful record in high-performance planning and monitoring, including player development plans and programmes.
- Experience of 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 or Bowling Coach).
- Experience managing the workload and performance improvement programmes for both full-time and part-time players.
- Proven leadership and management skills, including leading and motivating coaching and support staff.
- Fluency in written and spoken English.
- Confident use of I.T. applications, including athlete management and performance analysis software.
- Proven ability to apply data-led insights and collaborate with analysts to inform preparation, planning, and development.

Desirable

- Coaching experience at first-class level.
- International coaching experience.
- Successful track record as a Head Coach in first-class, professional franchise, or international cricket (Associate or Full Member).
- Involvement in ICC World Cup qualifying events or ICC World Cups.

Personal attributes

- An outstanding communicator and inspirational leader, capable of building strong personal relationships.
- A confident strategist with clear, ambitious plans to embed a successful way of playing across the national performance squads.
- Strong leadership values, with a commitment to promoting equality, diversity, and inclusion within cricket in Scotland.
- An outstanding team and individual coach, capable of creating inspiring, impactful, and winning environments.
- Self-sufficient and resilient, able to work hard as part of a small team to improve performance across players and staff.
- A willingness to influence and drive change, adapting quickly to the demands of Scottish and Associate cricket.
- Ability to engage in strategic discussions, liaise with ground-staff, and work positively with commercial partners.

Place of Work

This role is based in Scotland, and the successful candidate will be required to live and work here for the duration of the contract. You must be available to attend training sessions, camps, and meetings as required. The role also involves regular international travel to support series, tournaments, and qualification events.

Why Work for Cricket Scotland?

At Cricket Scotland, you'll be part of a passionate and purpose-driven team committed to growing the game, inspiring communities, and creating a more inclusive future for sport. We value collaboration, innovation, and the wellbeing of everyone who works with us.

When you join our team, you'll enjoy:

- 35.5 days' holiday each year (including public holidays)
- Enhanced sick pay provisions
- Salary sacrifice schemes for cycle-to-work, home, and tech purchases, with savings of up to around 8% on a wide range of items
- A Health Cash Plan, giving you money back on everyday health costs like dental, optical, and physiotherapy treatments
- Access to 24/7 counselling and wellbeing support, plus online GP appointments
- Mental Health First Aiders and an Employee Assistance Programme for confidential help whenever you need it

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.

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 **6 October 2025**.

Initial interviews are planned for 16/17 October 2025.