

The **International Cricket Council** wishes to appoint a

Participation Pathways Manager

The International Cricket Council ('ICC') is the global governing body for the sport, which administers all aspects of international cricket. Its Development Programme has specific strategic objectives aimed at the sustainable development and strengthening of the sport globally.

We are currently seeking a Participation Pathways Manager, based in our Dubai office. The role works closely with the Head of Global Development, and is responsible for the development and delivery of ICC member support programs tailored to increase the number of people playing cricket, improving the quality of their cricket experience and maintaining a lifetime involvement in the game.

Principal Accountabilities

Responsibilities of the Participation Pathways Manager will include but are not limited to the following:

- Develop and deliver an ICC Mass Participation Curriculum:
 - Designing a Mass Participation curricula for delivery by ICC Associate Members in schools, community groups and clubs;
 - Developing appropriate resources (online and offline), available in multiple languages to support the delivery of the Mass Participation Program ('MPP') by teachers, parents and people with minimal knowledge of cricket;
 - Developing a database to measure participation numbers and retention rates of all people engaged in the MPP; and
 - Developing a coaching and education resource for parents, teachers and coaches to foster the self-sustainable delivery of the MPP in all ICC Associate Members.
- Develop and Deliver ICC Social Cricket product for ICC Associate Members:
 - Engaging with Members to design and develop a social cricket product that engages players in the game outside of traditional club and school structures;
 - Identifying and developing social cricket structures that encourage the playing of the game in a variety of settings, in all climates and at any time; and
 - Working with the Cricket Operations department to identify and develop equipment and technological innovations that remove barriers to participation and encourage the playing of cricket outside of traditional cricket structures.
- Assist ICC Associate Members in defining and enhancing long-term player development pathways:
 - Through the ICC Global Development Team, working with ICC Associate Members to help them identify appropriate long-term player development pathways;
 - Ensuring Associate Members understand what resources and programs (provided by the ICC and/or other organisations) support each stage of the player development pathway; and
 - Working with Associate Members to identify and deliver strategies to retain participants at all levels of the game.

- Work with ICC Cricket Department to establish a coach and umpire education curricula for ICC Development programs:
 - Managing a review of the ICC Training and Education ('T&E') offering to ICC Associate Members including a situational analysis of the quantity, quality and cost of training and education activities undertaken by members;
 - Establishing a training and education (T & E) framework that increases accessibility to T&E programs for all ICC Associate Members and subsequently improves the quality of participation experiences globally; and
 - Reviewing and recommending an appropriate training and education curricula for ICC Development programs.
- Work with ICC Commercial team to align participation pathways with the ICC Fan Engagement Strategy:
- Identifying programmes and projects which grow the global cricket fan base in ICC Associate Members, in partnership with the ICC Commercial Team, ICC Media and Communications Team and ICC Members;
- Play an active role in the ICC Global Development Team:
 - Being a key Member of the ICC Global Development Team, connecting regularly with counterparts in other locations on global initiatives, sharing of good practice and ensuring a globally consistent approach; and
 - Taking on additional global projects, as required.

Knowledge, Skills, Attitude and Experience

- A Bachelor's degree in a relevant area;
- Minimum 10 years of management experience – preferably in a sporting organisation
- Demonstrated project management experience;
- Proven expertise in sports management with good understanding of best practice in sport development;
- Strong knowledge and understanding of delivering sports participation programs;
- Experience in the development of education curricula and resources – preferably in sport – is desirable;
- Experience in working with people from different cultural backgrounds and a capacity to build relationships with a wide variety of stakeholders through strong interpersonal skills;
- Ability to develop partnerships across various sectors (corporate, government, non-government and media) ;
- Ability to think creatively and innovate;
- Outstanding communication and interpersonal skills at all levels;
- Energy and passion required to influence, persuade and inspire others to perform;
- Independence and a self-starter attitude
- Motivated and enthusiastic attitude; and
- An understanding of the game of cricket is essential

Conditions of employment

- The position reports to the ICC's Head of Global Development and is based in our Dubai office;
- The role involves regular working hours;
- There will be a reasonable amount of travel (once a month or more, if required), as part of this role;
- The selected candidate will be required to provide two recent work references; and
- Compensation offered will be commensurate with qualifications and experience.

If you feel that you can meet the challenge, please email your CV, with a covering letter detailing your current salary and benefits and expectations to: recruitment@icc-cricket.com.

The last date of responding to this advert is 29 September 2017. Due to the expected overwhelming number of high quality applicants, only shortlisted candidates will be contacted.