

Vanuatu High Performance Manager and National Coach

Vanuatu Cricket is seeking to appoint an experienced High Performance Manager and National Coach to become an integral part of the team at the Vanuatu Cricket Association to be based in Port Vila, the nation's capital.

Interested applicants will be required to submit an application letter and CV, and progress through an interview process. A full position description is included below, as well as full details of how to apply. The final days applications will be accepted will be 6th February 2022.

This is a rewarding opportunity for a dedicated elite coach to become part of the growth of Vanuatu Cricket, overseeing the highest ranked national sporting teams of Vanuatu - an idyllic tropical paradise of the South Pacific; a country of 300,000 people spread across 83 islands – which that still has zero community transmission COVID cases thanks largely to a strictly controlled border and quarantine regulations.





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Introduction

The Vanuatu men's side currently compete in the Cricket World Cup Challenge League (List A – 50 Overs) while both men's and women's teams' journey to their respective T20 World Cups begin with biennial regional T20 International pathway events. The women's regional event also acts as a pathway event towards the 50 over World Cup.

Working closely with the CEO and others you will be responsible for all areas of high performance development, including the identification and development of representative players ensuring the continued outstanding performance of national teams at all levels.

The successful candidate will need to be both enterprising and tenacious when it comes to planning and achieving high performance outcomes, be adaptable to (and understanding of) the challenges working in an emerging nation – while being able to work within local societal norms and learn and incorporate Vanuatu cultural sensitivities in their work.

The full position description is provided below - however, in short, the High Performance Manager/National Coach shall have at least the following attributes:

- Experience in coaching elite cricketers (Associate cricket experience an advantage)
- Highly developed knowledge and understanding of cricket, the laws, and its culture,
- The ability to communicate effectively at all levels,
- The ability to establish and maintain effective working relationships,
- The ability to teach and interact with people of all ages and levels of education,
- The ability to work to deadlines, maintain a flexible approach and contribute to a team environment,
- The ability to assist in the development and implementation of operational strategies,
- Minimum of Australia Level 2 (ECB Level 3) coaching accreditation, or equivalent,
- Intermediate computer knowledge (Word / Excel / PowerPoint)

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Position Description - High Performance Manager and National Coach

Reports to: CEO of Vanuatu Cricket Association (VCA)

Purpose of the High Performance/National Coach: Responsible for the management of the High Performance Program (HPP), coaching of all National Teams and assisting with the VCA Development Program, with particular focus on talent ID.

Key Responsibilities:

Manager – High Performance Program

- Work on the HPP will be carried out in conjunction with the CEO, VCA High Performance Coaches and Development Officers.
- Plan, implement and evaluate the HPP including as a minimum, activities in the following 6 key areas:
 - National Coaching role,
 - Facilities and equipment,
 - Coach Development,
 - Talent Identification and player development,
 - Player Placement Program,
 - Domestic and international competition.

National Coaching role

- As the National Coach, develop a comprehensive training and coaching program for Under 19 & Senior Men and Women squads. This program must also include input from the Strength and Conditioning Coach and other established coaches within the VCA.

Will be at least ex-officio on all National Selection Panels

Facilities and Equipment

- Work with the CEO of the Vanuatu Cricket and Development Officers to develop and maintain an inventory of facilities and equipment used specifically for the delivery of the HPP

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Coach Development

- Develop a Coach Development Program for the VCA that includes a database of coaches, their qualifications and coaching history, and contain a clear pathway including training opportunities (from within the East Asia Pacific (EAP) Region) from club to elite level.
- Assist and run at least two Level 1 Coaching accreditation and two coaching refresher courses per annum.
- Act as mentor for existing and any new local coaches.

Talent Identification and player development

- Be responsible for identifying talent and implementing programs for the development of elite players at all levels. This includes, but is not limited to, visiting schools with Development Officers, and attending organised local competitions for all levels.
- Develop and maintain a IPP (Individual Performance Plan) for squad members and assist and manage other coaches complete the same plans.
- Make recommendations on player placement opportunities based on player performance, attitude, training ethics and demonstrate cost benefit of such a placement.
- Facilitate and review Elite Player Contracts as per terms and conditions of the contracts.

Player Placement Program

- Assist in identification of candidates for player placement
- Liaise with existing Player Placement partnership club(s) - and identify other potential partner clubs
- Liaise and support players when they are away from Vanuatu
- Report on all matters relative to the player placement

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Domestic and International competitions

- Travel with Under 15, Under 16, Under 17, Under 19, and Senior Men and Women's squads if and when required,
- Work with and act as a mentor for any appointed Assistant Coaches for representative sides before and during international competitions,
- Provide a comprehensive team report after the completion of any representative program or tournament,
- Provide comprehensive individual player reports to each of the players and make copies available to the Vanuatu Cricket Board at conclusion of tournaments
- Work with the CEO and Operations Manager to devise fit-for-purpose High Performance Domestic competitions and leagues

Vanuatu Cricket's Development Program

- Work with the Development Manager of the VCA and Development Officers to assist in reviewing the VCA Development Program in its entirety and make recommendations on how to improve and update the program drawing on best practice from the EAP region and the International Cricket Council (ICC) as a whole. This will involve the development of a participation plan with a view to significantly increasing participation numbers and also incorporate non-playing elements such as umpire, scoring, and coach education.
- Work with CEO and; the Director Responsible for Women's Cricket Development; National Women's Coach; and, Development Officers to assist in developing a Women's Development Program Structure similar to that of what is already established for Men's cricket. This will include a clear pathway and organised competition at the junior and senior levels and ensure that Women's cricket is incorporated into existing school and club structures.
- Identify opportunities to expand the Vanuatu Cricket Development Program with a view to promoting sustainability, seeking new sponsorship, increasing participation numbers at all levels, increasing the volunteer base and updating existing promotional material.

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Administration:

- Disseminate information to internal and external stakeholders regarding all representative teams in a timely and effective manner,
- Liaise closely with the Marketing Manager, local media to increase the profile of cricket in Vanuatu.
- Liaise and assist the CEO of the VCA with the organisation of team logistics ahead of any Vanuatu Cricket sanctioned international or domestic tournaments including incoming touring teams as part of the VCA's Cricket Tourism strategy.

Reporting:

- Prepare and present the written HPP annual plan outlining key objectives, performance targets, operational strategies, budget, and program schedules.
- Submit a written report within two weeks of the completion of all International tournaments and other major events/bi-lateral series.
- Provide and discuss with national team players a comprehensive individual player assessment report at the conclusion of all International tournaments and other major events/bi-lateral series. Copies of these reports and any discussion points may be presented to the Vanuatu Cricket Board if requested, but must be filed in player files stipulated in point 2 of 'Talent Identification and Player Development'.
- Provide a summary report to the CEO within a week of any regular Board meeting for inclusion in Board presentations.
- Provide ad hoc reports as requested from time to time.

General:

- Ensure the following ICC and VCA policies are adhered to/upheld;
 - Spirit of Cricket
 - Code of Conduct
 - Anti-Racism Policy
 - Anti-Doping Policy
 - Anti- Corruption Policy
 - Child Protection Policy (VCA)
- Develop sound working relationships with key stakeholders including, but not limited to; the Vanuatu Cricket Board, Vanuatu Cricket members, VCA sponsors, the ICCEAP Development Program staff etc.

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- The ability to communicate effectively at all levels,
- The ability to establish and maintain effective working relationships,
- The ability to teach and interact with people of all ages,
- The ability to work to deadlines, maintain a flexible approach and contribute to a team environment,
- The ability to assist in the development and implementation of operational strategies,
- Minimum of Australia Level 2 Coaching Accreditation, or equivalent,
- Intermediate computer knowledge.
- Willingness to become culturally aware of the Vanuatu societal norms
- Willingness to learn and incorporate Vanuatu cultural sensitivities in their work
- Experience in and/or knowledge of the Associate cricket sphere is highly desirable but not a prerequisite

Hours of Work:

- The ordinary weekly hours of attendance will be from 7:45am until 5:00pm Monday to Friday, with a one and half hour lunch break to be taken between 12 noon and 1.30 pm or as agreed with the CEO. Saturday will form part of the normal working week when cricket activities are being performed.
- The High Performance Manager consents to working additional hours and on weekends when so requested by the CEO of Vanuatu Cricket or Vanuatu Cricket Board as a part of his/her normal duties. For avoidance of doubt there will be no additional salary for any overtime hours.

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Conditions:

- Title of Position: High Performance Manager and National Coach
- Location: Port Vila, VANUATU
- Commencement Date: TBC
- Cessation date: TBC
- Probationary Period: TBC
- Contract Period: 2 years subject to review before each twelve month is completed.
- Commencing Remuneration: TBC – NB No personal income tax currently applies in Vanuatu (at the present time).
- VNPF: VNPF payments (4% employer and 4% employee deducted from salary) will be made to local compulsory super fund, redeemable when leaving Vanuatu permanently.
- Should become entitled to severance in accordance with the Employment Act should a second contract at the conclusion of this contract and that entitlement will commence from that date as his place of residence will then be Vanuatu.
- Allowances: A mobile SIM with revolving monthly credit; use of a VCA vehicle
- Leave: Four weeks annual leave per annum. Timing to be agreed to by CEO

Additional Benefits:

- Comprehensive Private Health Insurance to cover emergencies and medical evacuation.
- Introduction to International School if required.

Want to apply? Please write a detailed cover letter helping us understand why your skills and experience would be perfect for this role - email your letter, along with your CV, including at least three referees, to info@cricket.vu addressed to the CEO, Tim Cutler.

Please note: applications without cover letters will not be considered, and only shortlisted candidates will be contacted.

Final day applications will be accepted: 6th February 2022.

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