



HEREFORD
CATHEDRAL
SCHOOL

CANDIDATE INFORMATION

HEAD OF CRICKET

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FROM THE DIRECTOR OF SPORT



As Director of Sport at Hereford Cathedral School, I am thrilled to invite you to consider joining us at a truly transformative moment in our sporting journey.

HCS Sport is entering an exciting new era—one defined by renewed ambition, expanded opportunity, and a shared commitment to excellence. We are building on our rich heritage while boldly reimagining what sport can achieve for every pupil in our care.

Our programme is evolving with purpose: to inspire character, resilience, teamwork and joy in participation, while also elevating performance and nurturing those with the talent and drive to excel at the highest levels.

This transition is more than a strategic shift—it is a cultural movement, fuelled by passion, innovation, and the belief that sport has the power to shape futures.

If you are motivated by the chance to contribute to something meaningful, energised by the potential to make a significant impact, and excited to play a key role in shaping the next chapter of HCS Sport, we would be delighted to hear from you.

A handwritten signature in black ink that reads "Clly".

CHARLES LEWIS-GARDINER



JOB DESCRIPTION: HEAD OF CRICKET

Post title: Head of Cricket

Location: Herefordshire

Contract: Permanent

Hours/weeks: Full-time

Salary: Competitive

Start date: September 2026 or January 2027

Purpose of this job description:

Hereford Cathedral School considers this document as a “snapshot” of the job. It aims to provide a clear guide at the time of writing to all that is involved about the requirements of the job. It will also be used to communicate expectations about performance and will be used to monitor effective performance.

The job description which follows is not exhaustive and may, occasionally, be reasonably amended by the Headmaster.

OPPORTUNITY

We are seeking an ambitious and knowledgeable **Head of Cricket** to shape the strategic vision, coaching standards, and long-term development of cricket across the School. This is an exciting opportunity for an experienced coach who can inspire young players, build a thriving cricketing culture, and champion excellence at all levels of participation and performance.

As Head of Cricket, you will lead the coaching programme from junior to senior teams, manage seasonal planning and player development pathways, and strengthen the School’s presence in regional and national competitions. A key part of the role will also involve establishing meaningful partnerships with local and county clubs, ensuring clear routes for talented players to progress within elite pathways.

If you are committed to nurturing potential, delivering high-quality coaching, and driving a vibrant and successful cricket programme, we would be delighted to hear from you.

OUR OFFER

- Valuable, on-the-job training and professional development
- Competitive salary
- Opportunity to join a wonderful team of people
- A beautiful place to work in the most idyllic settings

REPORTING LINES

The post holder reports to the Director of Sport.

THE ROLE CONTINUED: HEAD OF CRICKET

Strategic Leadership

- Develop and implement a long-term strategic vision for cricket across the School.
- Create a coherent philosophy and developmental framework underpinning cricket from Junior School to 1st XI level for both boys and girls.
- Ensure the cricket programme supports the School's wider educational values and pastoral ethos.
- Champion an inclusive cricket culture where all pupils can participate meaningfully while ambitious players can pursue excellence.

Programme Design and Delivery

- Plan and deliver a year-round cricket programme, including:
 - Winter indoor training
 - Technical development blocks
 - Strength and Conditioning integration
 - Pre-season camps/tours/trips
 - Summer fixtures and festivals
- Coach High Performance Programme squads (eg, 1st XI or A-teams) and oversee consistent coaching across all levels.
- Develop age-appropriate training curricula, session plans, and frameworks for batting, bowling, fielding and tactical awareness.
- Lead or coordinate one-to-one coaching, holiday programmes and specialist masterclasses with external coaches.

Fixtures, Tournaments and Weekend Commitments

- Oversee all fixture planning and scheduling for cricket across the School.
- Ensure effective communication with parents, staff, transport teams and visiting schools.
- Lead or support cricket fixtures throughout the summer term, including weekend commitments as part of the role.
- Organise and run School festivals, triangulars, county cups and invitational cricket events.
- Plan and manage domestic and international tours, including risk assessments, itineraries and staffing.

Leadership of School Cricket Events

- Act as Tournament Director for the School's major cricket events, indoor tournaments or festivals.
- Manage all operational aspects: invitations, fixtures, umpires, facilities, equipment, scoring, sponsorship and safeguarding.
- Promote the School's cricketing reputation within the independent school cricket network.

THE ROLE CONTINUED: HEAD OF CRICKET

Coaching and Staff Development

- Recruit, manage, support and develop cricket coaches (including seasonal, specialist and visiting coaches).
- Provide CPD and mentoring to ensure high-quality, modern coaching standards across the programme.
- Conduct coaching evaluations and maintain consistency in coaching philosophy and delivery.
- Support the Director of Sport with performance management and team allocations.

Player Welfare, Pathways and Performance Development

- Promote a responsible approach to player welfare, workload management and injury prevention.
- Liaise with medical, physiotherapy and S&C staff to support the physical and mental wellbeing of players.
- Guide talented players towards pathway opportunities such as County, Regional, Academy and MCC Foundation programmes.
- Maintain strong working knowledge of ECB guidelines, safeguarding requirements and best practice.

Collaboration Across the School

- Work closely with the Head of Junior School Sport to ensure alignment of coaching progression, philosophy and talent identification.
- Contribute actively to wider School life – assemblies, open days, co-curricular activities and cross-department initiatives.
- Teach Core PE in Years 7, 8, 9 and a willingness to assist with cover across the School.
- Collaborate with marketing and communications staff to highlight achievements and promote cricket within School publications.
- Build positive relationships with pupils, staff, parents, alumni, governors and external partners.

Operations, Equipment and Facilities Management

- Conduct annual equipment audits and manage procurement of cricket kit, balls, nets, protective equipment and grounds resources.
- Work closely with ground staff to ensure pitches, nets and facilities are prepared to an excellent standard.
- Manage the cricket budget responsibly and ensure efficient resource allocation.
- Ensure compliance with safeguarding, health & safety policies and ECB regulations.

External Engagement and Professional Partnerships

- Build strong relationships with county boards, academies, professional clubs, coaching organisations and cricketing bodies.
- Represent the School at professional networking events, fixture meetings and development forums.
- Support pupils in navigating representative routes, trials and external development programmes.

Continued overleaf

SAFEGUARDING & PROTECTION OF CHILDREN AND YOUNG PEOPLE

In accordance with the Children's Act 1989, on appointment post holders will be required to commit to their responsibilities with regards to safeguarding. In addition, offers of appointment will be subject to an Enhanced criminal record check from the Disclosure and Barring Service (DBS).

These checks will highlight cautions, reprimands and final warnings as well as any convictions. The post holder must not have any spent or unspent convictions that would prevent them from working with children. Staff must inform the school if they are subject to criminal investigations or convicted while in the employment of the School.

HEALTH & SAFETY

As an employee you are expected to:

- Take reasonable care of your own health and safety
- Take reasonable care not to put other people - fellow employees and members of the public - at risk by what you do or don't do in the course of your work
- Co-operate with your employer, making sure you get proper training and you understand and follow the company's health and safety policies
- Not interfere with or misuse anything that's been provided for your health, safety or welfare
- Report any injuries, strains or illnesses you suffer as a result of doing your job
- Tell your employer if something happens that might affect your ability to work (e.g. becoming pregnant or suffering an injury)
- If you drive or operate machinery, to tell your employer if you take medication that makes you drowsy



PERSON SPECIFICATION

	Essential Criteria	Desirable Criteria
Qualifications	<ul style="list-style-type: none"> • Recognised ECB (or equivalent) coaching qualifications and proof of continued development • Driving licence 	<ul style="list-style-type: none"> • Other relevant professional qualifications
Experience and Knowledge	<ul style="list-style-type: none"> • Proven experience coaching cricket across multiple age groups • Safeguarding and Child Protection legislation 	<ul style="list-style-type: none"> • Experience coaching and/or playing at county, regional or national level • Experience of dealing with pastoral issues • Experience within an independent school setting • Experience organising tours, residentials or international trips • Understanding and experience of working in inclusive settings • Knowledge of ISI and BSA requirements
Skills and Abilities	<ul style="list-style-type: none"> • Strong leadership and organisational skills • Excellent communication and interpersonal abilities • Build and maintain relationships through effective interpersonal skills • Strong leadership, management, organisational and administrative skills • Excellent communication skills to inspire, challenge, motivate and empower others • Think creatively to anticipate and solve problems • Ability to manage own time effectively • Empathetic, sympathetic, calm under pressure, patient, international in outlook • Ability to drive the School Minibus 	<ul style="list-style-type: none"> • Good IT knowledge in Microsoft Office applications to include Word, PowerPoint, Excel, SOCS

PERSON SPECIFICATION

	PERSON SPECIFICATION	
	Essential Criteria	Desirable Criteria
Aptitude	<ul style="list-style-type: none"> • A commitment to high-performance sport within an educational environment • An innovative and forward-thinking approach to programme development • Works under pressure, maintaining a sense of perspective and humour • Reliability and integrity • Resilience and tenacity • Commitment, honesty and dedication • Shares the School's values and vision and committed to the School's vision for learning experience and outcomes for pupils 	
Circumstances	<ul style="list-style-type: none"> • Able to work flexibly, earlier starts, evenings and all weekends will be required 	
Safeguarding Children, Young People and Vulnerable Adults	<ul style="list-style-type: none"> • Understands their role in the context of safeguarding children, young people and vulnerable adults • Ability to form and maintain appropriate relationships and personal boundaries with children and young people 	
Equal Opportunities	<ul style="list-style-type: none"> • Understanding of the requirements of Equality and Diversity 	

HOW TO APPLY

An application form and information pack may be [downloaded from the school website](#).

Completed applications should be accompanied by a covering letter and sent to Mrs Cath Knowles, Hereford Cathedral School, Old Deanery, The Cathedral Close, Hereford HR1 2NG or to recruitment@herefordcs.com

The closing date for applications is **9am on 22 June 2026**. Interviews will be held on 25 June 2026 for shortlisted candidates.

The School is committed to safeguarding and promoting the welfare of children and young people and expects all members of staff and volunteers to share this commitment. Appointments are subject to enhanced DBS clearance and satisfactory employment references and other safer recruitment checks. Further information on the School's safeguarding can be found on the school website.

Hereford Cathedral School is committed to being an equal opportunity employer and is determined to ensure that no applicant or employee receives less favourable treatment on the grounds of gender, age, disability, religion, belief, sexual orientation, marital status, or race, or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

The School retains the right to interview suitable applicants and appoint before the deadline.

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