



Job title: Women & Girls Emerging Player Program (EPP) & County Age Group (CAG) Lead

Reports to: Head of Women and Girls Cricket

Location: Sophia Gardens, Cardiff – due to the nature of the role, the post holder will be required to travel to other venues

Hours: 37.5 hours per week – due to the nature of the role, the post holder will perform their duties at such times/days which are most effective to perform the tasks required. This will include evenings, weekends and Bank Holidays and will require travel across Wales, Gloucestershire & Wiltshire.

Salary: £30,000-£35,000

Contract Type: Fixed Term until 31st October 2028

Closing Date: 4th November 2026

Interview Date: 11th November 2026

Role Summary

Women's cricket is undergoing significant change at Glamorgan with the introduction of Tier 1, a fully professional women's team starting November 1st, 2026, in preparation for the 2027 season. Glamorgan has a regional partnership with Gloucestershire and Wiltshire where player identification and talent development are key targets in ensuring we are developing our own players through this pathway to play professional cricket.

The postholder will be responsible for leading the development of female Glamorgan EPP cricketers and overseeing the Girls County Age Group Program, in line with the Glamorgan strategy and ensuring compliance with all ECB standards.

Key Responsibilities:

- Provide and deliver coaching expertise across the Glamorgan EPP and talent pathways at Glamorgan CCC.
- Oversee the individual development of all players in the Glamorgan EPP.



- Ensure the delivery of the Glamorgan EPP is aligned to the ECB and Glamorgan Talent Development Framework to provide a joined-up, game-wide approach to talent development.
- Ensure EPP players are consistently inspired, challenged, and engaged through a year-round high-performance programme that maximises their cricketing potential and personal development in line with their individual development plans.
- Lead the relevant Glamorgan Girls' County Age Group Squads and oversee the management and operation of the other teams.
- Ensure the integration of effective and appropriate Sports Science and Medicine support for all players.
- Contribute to the development of a talent identification and recruitment strategy for Glamorgan CCC which aims to ensure programmes are accessible, broaden the player pool and drive diversity and inclusion.
- Oversee and conduct player reviews, selection, and deselection processes across the EPP and County Age Group (CAG) programmes, ensuring a consistent, transparent process in line with the Glamorgan CCC Selection Policy.
- Develop a robust communication plan to engage key stakeholders involved within talent pathways at Glamorgan CCC; in addition to staff, this includes parents/guardians.
- Oversee the management and development of casual coaches involved within county age group programmes.
- Keep up to date with best practice and expertise across the fields of talent development and attend ECB CPD events and meetings to support the drive for a world-leading player pathway.
- Demonstrate a strong commitment to equality, diversity and inclusion behaviours with fair decision-making and working practices.
- Ensure compliance with all Glamorgan policies, including Health and Safety and HR
- Show a strong commitment to the safety and welfare of children and ensure that the ECB Safe Hands and Safeguarding policies are embedded and always monitored.
- Any other duties as reasonably directed by the Head of Women's cricket or Director of Cricket consistent with the grading of the role.

Key Working Relationships

- Glamorgan Head of Women and Girls Cricket



- Glamorgan Director of Cricket
- Glamorgan Coaches & Staff
- Glamorgan Women's Head Coach
- Glamorgan W&G Academy Lead
- Glamorgan Players
- Glamorgan Science & Medicine Staff
- Glamorgan Pathway players and parents/guardians
- Glamorgan Operations Manager & Co-Ordinator
- Glamorgan Safeguarding Lead
- Wiltshire Staff
- Gloucestershire Staff
- Cricket Wales

Skills, Knowledge and Experience

- Proven experience of designing, delivering, and managing high-performing cricket programmes.
- Extensive cricketing and coaching knowledge, with the ability to apply this effectively to player and coach development.
- A proven record of identifying and nurturing talent, supporting the development of players and coaches at all levels.
- Demonstrable experience of creating, implementing, and reviewing individual development plans to maximise player potential.
- ECB Level 3 coaching qualification or equivalent.
- Outstanding leadership skills, with the ability to motivate, inspire and develop players, coaches, and staff.
- The ability to think strategically, establish clear priorities and deliver both short- and long-term objectives.
- Strong organisational, administrative, and planning skills, with the ability to manage competing priorities effectively.
- A commitment to continuous improvement, with the drive to challenge existing practices and enhance the programme, its people, and its outcomes.



- The ability to innovate, think creatively and introduce new approaches to player and programme development.
- Excellent communication, interpersonal and influencing skills, with the ability to engage effectively with a diverse range of stakeholders.
- The ability to build and maintain positive, productive working relationships with players, coaches, colleagues, and external partners.
- The ability to collaborate effectively within a diverse team, contributing to a positive and inclusive working environment.
- A genuine passion for changing lives and making a meaningful difference through sport, with a strong commitment to equality, diversity, and inclusion (EDI).
- High levels of integrity, professionalism, and personal accountability.
- The ability to remain resilient, self-motivated and effective under pressure.
- A commitment to maintaining exceptional standards across all aspects of programme delivery.
- Up to date First Aid and Safeguarding qualifications.
- A valid and current ECB Disclosure and Barring Service (DBS) certificate.
- A full, valid driving licence.
- The right to work in the UK

This job description is only a summary of the role as it currently exists and is not exhaustive or comprehensive. The responsibilities and accountabilities might differ from those outlined, and other duties, as assigned, might be part of the job.

GCCC is firmly committed to creating a safe, inclusive, and positive environment for everyone involved in cricket. In line with statutory expectations, ECB and Cricket Regulator requirements, and informed by guidance from the NSPCC, the NSPCC Child Protection in Sport Unit, and the Ann Craft Trust, we follow robust safer-recruitment practices. All applicants will be subject to appropriate pre-employment checks, including self-declaration, references and, where the role requires it, an enhanced DBS check. We expect all staff, volunteers, and partners to share our commitment to safeguarding children, young people, and adults and to uphold the highest standards of behaviour and integrity within the game.



Glamorgan Cricket welcomes applications from all backgrounds to ensure we deliver our ongoing EDI strategy and the ECB Inspiring Generations strategy to fulfil our purpose to connect communities and improve lives through cricket. We will also follow all safeguarding checks and will ensure any applicable training is completed.

Applicants will need to complete the application form, equality monitoring form and a CV and submit them to vacancies@glamorgancricket.co.uk.