



Glamorgan County Cricket Club is looking for an inspirational and values-driven Head Coach who has enjoyed a successful track record in developing players and leading a high-performance culture at a first-class county cricket club or equivalent international level.

The successful person will have proven success in creating a collaborative, supportive and inclusive team environment at the appropriate level of professional cricket. Reporting to and working with the Director of Cricket, the Men's Head Coach role is accountable for the performance of all three domestic formats, developing the next generation of Welsh talent and elevating our players to higher honours

We are looking for a positive role model with a growth mindset and a winning mentality. The ideal person will be committed to supporting and developing the team to create a high-performing environment based on inclusivity, development and success.

Job Title: Men's Head Coach

Location: Sophia Gardens Cricket Ground, 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 often carry out their duties at such times/days which are most effective in performing the tasks required. This will include evenings, weekends and Bank Holidays.

Reporting to: Director of Cricket

Contract Type: Fixed Term (To be discussed)

Salary: Competitive

Closing Date: 16th November 2026

Interview Dates: W/C 23rd November 2026



1. Job Summary

Reporting directly to the Director of Cricket, the Men's Head Coach will be a values-led individual who is accountable for the performances of the Glamorgan Men's Team. The Men's Head Coach will work collaboratively to provide the day-to-day leadership and in conjunction with the Glamorgan Captain(s), Team Management and players, will establish and promote a high-performance culture that drives consistent success across all formats of the game, with our aim of remaining a Top 8 club in the new UK cricket landscape.

The central priority is to work alongside the Director of Cricket to build a sustainable model for success by developing and retaining Glamorgan-produced players, strengthening the pathway into professional cricket and ensuring that the Men's, Women's, Academy and pathway programmes operate as one connected system.

Success in the role will be demonstrated through sustained performance across the Men's Team, and a stronger flow of players from the Academy and talent pathway into professional cricket and by elevating players onto higher honours.

2. Key Responsibilities

Culture

- To work in partnership with the Director of Cricket, Glamorgan Staff, and Captain(s) to create an environment in which players are empowered to prepare and perform to the highest standards of professional cricket on and off the field.
- To promote the interests of, and assist in, creating a positive image for the Glamorgan Cricket Team in striving to achieve the Club's strategy of Making Wales proud of our performances both on and off the field and the aim of remaining a Top 8 club.

Coaching and Management

- Ensure that every player and member of the coaching and support staff understands their roles and responsibilities, promoting a culture of accountability where high standards are maintained at all times
- To be responsible for the management and mentoring of the Glamorgan Professional Players and staff to foster their development both on and off the field



- To work in conjunction with the Director of Cricket to help manage the deployment of coaching support to other Glamorgan programmes – most notably the Glamorgan Academy and Pathway -and provide coaching support to these programmes as necessary.
- Support the identification and integration of talent from the Glamorgan academy and pathway programmes, building a pipeline of homegrown players for the future

Player Development

- To develop, implement and monitor individual development programmes for players on the full-time professional staff in conjunction with the assistant coaches and other support staff.
- To be responsible for organising practice and preparation for the team to compete successfully in all domestic competitions.
- To take a senior role in preparing and implementing 'out-of-season' training and development programmes for full-time professional staff players, including pre-season Camps and monitoring overseas 'scholarship' and placement programmes in conjunction with the Director of Cricket.

Selection

- To be responsible for the selection of the Glamorgan Team in conjunction with the Captain and Director of Cricket in line with the outlined Glamorgan selection guidelines.
- To provide annual recommendations for Glamorgan player contracts to the Director of Cricket.

Science and Medicine

- To work collaboratively with all members of the Science and Medicine Team to optimise player fitness and injury rehabilitation
- To direct the performance analyst in providing the necessary data and information to inform team and player development plans and setting benchmarks for performance.



Competition

- To provide technical and tactical support and advice to the Glamorgan Captain(s), including the sourcing of key information on opponents as well as Glamorgan Players in order to develop Team plans and strategies for each match.
- To act as the primary point of contact with Match Referees and Umpires on all matters related to the 'Spirit of the Game', regulations and conduct.

Facilities

- To liaise with the Head Grounds Manager in the preparation of pitches which are conducive to good, entertaining cricket and Glamorgan winning matches.

Operations

- To be responsible for supporting the Director of Cricket with implementing the disciplinary procedures set out in the respective employment contracts
- To submit a report on the Glamorgan Teams and individual performances at the conclusion of each season and be available for debriefs with the Director of Cricket and Cricket Advisory Group
- To implement a performance management system for each Glamorgan player to set performance goals for the year and continually monitor their progress.
- To conduct an appraisal of direct line reports in accordance with the performance management process of Glamorgan CCC.
- To support the Director of Cricket in delivering the Glamorgan cricket programme within the annual budget.

Commercial/Media

- To support the Glamorgan commercial department in delivering sponsorship obligations and building strong relationships with all our commercial partners.

- To be available to speak to the media before, during or after a match and at other such times as requested by the Media Manager or Director of Cricket in support of the Team and/or Club.

3. Nature and Scope of Job

A. Job Context:

The Glamorgan Men's Head Coach is charged with the responsibility of preparing the team to the best possible technical, tactical, physical and mental state in order for Glamorgan to compete successfully in the County Championship and any other relevant ECB multi-format competitions.

B. Working Relationships:

- Board
- CEO
- Director of Cricket
- Head of Women's cricket
- Senior cricket staff, coaching staff, support staff and Grounds Team
- Glamorgan captains and playing squads
- Glamorgan Academy and pathway squads
- Glamorgan staff including Operations, Finance, Commercial and Community
- Cricket Wales
- ECB, including match officials
- Players Agents
- Media
- South Wales Premier Cricket League
- Cardiff UCCE

4. Knowledge, skills and experience

Essential

- Minimum UKCC3 coaching qualification
- Right to work in the United Kingdom (or eligibility to apply for Right to Work in the UK)
- Significant leadership/coaching experience within professional cricket, ideally within domestic or international cricket, with the ability to lead high-performance teams to success
- Demonstrable knowledge of the domestic game and the evolving global cricket environment

- Proven ability to foster a positive, accountable and high-performance culture and communicate and influence effectively at all levels
- Proven ability to set clear accountability while developing, supporting and constructively challenging players, coaches and support staff
- Demonstrable ability to lead calmly and effectively through the demands, scrutiny and complexity of a professional cricket season.
- Demonstrable commitment to equality, diversity and inclusion, with the ability to create an environment in which players and staff from different backgrounds can develop and perform at their best.
- Experience in working with pathway and academy players to ensure a strong pipeline of talent for future success

Desirable

- UKCC4 level coaching qualification
- Established networks across domestic and international cricket, including professional teams and competitions
- Professional cricket playing experience

5. Personal attributes

- Team player with a growth mindset and winning mentality
- High standards of personal and professional integrity
- Sustained enthusiasm, energy and commitment.
- Openness and resilience
- Honesty, sound judgement and a strong commitment to achieving collective success.
- An appetite to continue developing themselves and to seek improvement
- Excellent interpersonal, written and verbal communication skills

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 and equality monitoring form ATTACHED, along with submitting a CV to vacancies@glamorgancricket.co.uk. If you require any reasonable adjustments during the recruitment process, please contact us.