

TEAM ENGLAND PERSONNEL STRUCTURE, RESPONSIBILITIES, AND EDUCATION

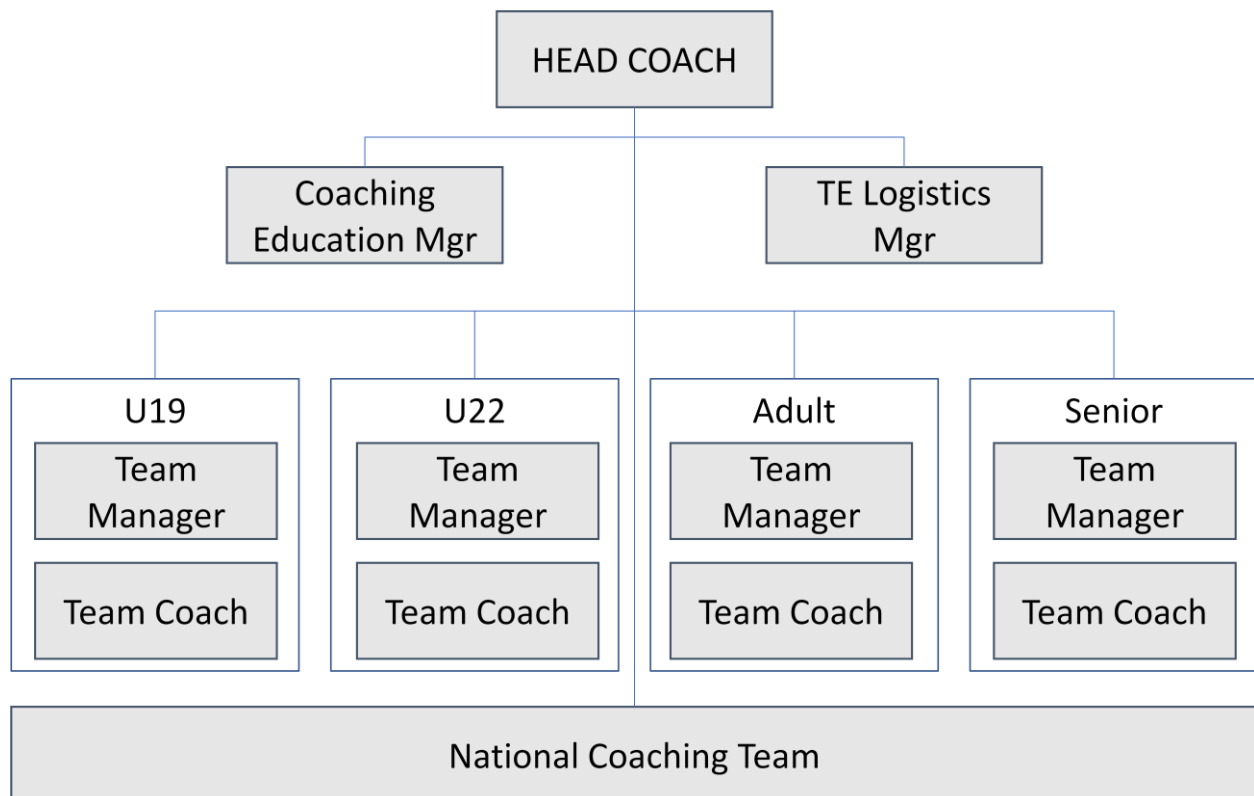
Following a review of roles and function within the Team England environment we are pleased to announce the following structure and clarification of responsibilities;

PERSONNEL STRUCTURE

Andy Penny will assume the role of Team England Head coach overseeing all aspects of Team England operations. Jo Cundy will remain as the High Performance Director on an interim basis until the handover period is completed.

Andy's first responsibility will be the development of a new Team England Management Committee comprising of Team Managers & Coaches. This committee will jointly establish the direction and strategies for our participation in international events.

In order to increase the availability of qualified coaches Andy will also be developing a Team of National Coaches. These individuals will all be accredited coaches who over a period of time will all be expected to hold ETBF level 3 - National Coach. Head Coaches for each of the various English Teams will be drawn from this pool with additional coaches available to support the teams throughout the year at training and other Team England events.



The Head Coach will also appoint a Head Logistics Manager whose role will be to support and mentor Team Managers. Team Managers will be appointed (as required) jointly by the Head Coach and the Head Logistics Manager. All Team England appointments will be ratified by the BTBA Executive Council.

The Coaching Education Manager will assist the Head Coach with selection and development of Team Coaches, all coach education programs, all bowler development programs and other training activities.

Methods of selection will change depending on the age group but will normally be based around a squad of individuals that have qualified for team selection. Individuals will be selected to represent England on an event by event basis by a selection committee made up of the Team England Head Coach together with the relevant Team Coach and Team Manager plus any other National Coaches that have participated in the development of the squad. All selection committees will be independently chaired and documented by a designated representative from the BTBA National Council.

Selection for 2019 squads, which are already planned for this year, will remain unchanged and the requirements for each age group will be reviewed during the course of 2018 with feedback and suggestions being sought from players and officials.

KEY RESPONSIBILITIES

Team England Head Coach

- Is a member of the BTBA National Council. Provides regular updates to the National Council on Team England activities. Represents all Team England related activities at council meetings. Reports to the BTBA Executive Council through the Head of Sport Development.
- Provides Leadership and Guidance concerning Player Code of Conduct whilst they are part of the Team England setup. This includes trials, training or other Team England duties.
- Works with BTBA Treasurer on all aspects of the Team England budget and Works with BTBA Business Development Manager on all aspects of Team Sponsorship and the development of the Team England image.
- Acts as the Chairman of the Team England Management Committee.
- Develops overall strategy for Team England and sets expectations and objectives for each age group, including the establishment of minimum standards required for events to be BTBA supported and the level of player contributions required for each event.
- Appoints all positions of the TE Management Committee.

Team England Head Logistics Manager

- Assists Head coach in the selection, training and support all age group Team Managers as required
- Evaluates Team Manager performance within one month of each event
- Works with BTBA Head of Business Development to establish relationships and seek partners to minimise Team Expenditure on all cost lines, including sponsorship and provision of uniforms etc.
- Works with TE managers to ensure that all activities are being carried out in accordance with the required schedules for each event.
- Provides support for flight and hotel bookings as requested.

Coaching Education Manager

- Assists Head coach in the selection, training and support of all age group Team Coaches
- Conducts feedback surveys from Team Managers and players and evaluates Team Coach performance on a regular basis
- Provides individual development plans for National Coaching team and TE management Committee.
- Works with Team Coaches on the development of training goals and objectives for their teams including the establishment of minimum player qualification standards.

Team Manager

- As part of the TE Management Committee, this role is responsible for the development and ongoing communications surrounding the selection criteria for inclusion into the squad for that age group.
- Participates in team selection meetings and is responsible for communication of team selections to all members of the squad whether they were included or not.
- Acts as Head of Delegation whilst at competitive events and will attend all management meetings on behalf of the BTBA.
- Works with Team Coach on preparation and delivery of Training sessions.
- Responsible for planning and communications for, Selection Trials, Training events, International events and any other Team England related activities.
- Responsible for completion of entry forms, payment of event fees, booking flights, hotels accommodation and meals etc as required for all TE related activities. Including making sure that all player contributions are paid on time (plus guests where appropriate) and provides financial reporting before and after the event.
- Works with Head of Logistics to source the best possible prices for TE activities and utilises BTBA preferred rates wherever possible.
- Establishes team uniform requirements
- Manages all expenses in line with agreed budgets and plans.
- Responsible for all communications to current and potential squad members to ensure that everyone possible is aware of the requirements of players and their guests.
- Responsible for ensuring that all Team England Representatives comply with the Team England Code of Conduct.
- Provides post event activity report and necessary press releases before, during and after the event for publication through BTBA communications team

Team England Coach

- Works with Head Coach and Coaching Education Manager on the development of training goals and objectives for that team including the establishment of minimum qualification standards.
- Prepares individual development & improvement plans that can be shared with their personal coach to help with progress going forward. Maintain records of progress and, where possible, details of events played and individual achievements etc.
- Works with the National Coaching squad to obtain support for group and individual training sessions.
- Works with Team Manager on preparation and delivery of squad /team training sessions.

EDUCATION AND WORKING PRACTICES

This new structure and way of working is designed to provide more flexibility in appointments, coordination of training, efficiency of expenditure, and closer working relationships between all age groups.

Team Coaches will be expected to have the minimum standard of BTBA Development Coach before the end of 2018 and BTBA National Coach by the end of 2021.

Team Managers (although not an official coaching role) will be expected to have the minimum standard of BTBA Foundation Coach by the end of 2018 and to be licensed. The reason for this is to ensure a certain understanding of the modern game is present within all members of Team England.