Recruitment Pack – Community Development Officer

About Us
Edinburgh South Cricket Club (ESCC) is a thriving community sports club based at Inch Park, Gilmerton Road, Edinburgh. In recent years, our club has expanded rapidly, growing to include five senior teams, a women's team, and a highly successful junior section. We proudly represent 18 nationalities, reflecting the diverse community we serve within an area where we strive to break down barriers to physical activity. To help bridge the capacity gap created by our rapid growth and rising community demand, we are seeking a passionate Community Development Officer to join our team.

The Role
The core purpose of this position is to drive inclusive growth, strengthen participation pathways, and embed long-term sustainability across the club. Your primary priority will be to lead on increasing diversity across our members, volunteers and leaders. You will ensure that women and girls, disabled participants, and culturally diverse communities have clear, supported pathways into cricket.

Key Responsibilities
- Lead programmes that prioritise intersectional inclusion across the club.
- Build strong links with local community groups to widen participation in cricket.
- Establish and coordinate disability cricket programmes, including table cricket.
- Recruit, train, and support coaches, specifically focusing on individuals from under-represented groups.
- Facilitate education, learning opportunities, and inclusive practices across the club to embed cultural competence.
- Strengthen partnerships with schools, community groups, and cultural organisations.
- Develop progressive coaching structures and coordinate consistent delivery across women's, disability, junior, and senior cricket.
- Support the generation of new income streams to improve financial sustainability by developing community sessions and outreach programmes.

Key Outcomes and success criteria

- Achieve growth in women's and girls' participation.
- Successfully establish and maintain regular delivery of disability and table cricket programmes.
- Increase coaching capacity, particularly from under-represented groups.
- Support the progression of women and disabled participants into coaching or leadership roles.
- Improve overall volunteer retention and reduce operational pressure on existing club volunteers.
- Build and maintain stronger school and community partnerships.
- Ensure a more inclusive and culturally competent delivery of cricket across all sections of the club.
- Support the creation of a future-focused sustainability plan to ensure the club remains resilient, financially stable, and community-centred.

Who we are looking for

Qualifications and certification

- A high degree of knowledge and/or experience playing and/or coaching the game of cricket.
- Up-to-date safeguarding, child protection, and wellbeing certifications.
- Protecting Vulnerable Groups (PVG) check prior to employment.
- Relevant sports/cricket coaching qualification or demonstratively equivalent practical coaching experience (Highly Desirable).

Knowledge and understanding

- *Essential*
    - Understanding of intersectional inclusion, equity, and cultural competence in community sport.
- *Desirable*
    - Knowledge of development pathways and progressive coaching structures.
    - Familiarity with cricket networks, local authority structures, and the Edinburgh sporting landscape.

Skills and abilities

- *Essential*
  - Strong interpersonal and verbal communication skills, with the ability to build trust with participants from diverse cultural backgrounds.
  - Organisational and scheduling skills to coordinate multi-tier delivery across junior, women's, disability, and senior sections.
  - Capability to track project metrics, maintain coaching logs, and contribute data for quarterly KPI and impact reporting.
- *Desirable*
  - Commercial awareness and the ability to develop income-generating community sessions to support financial sustainability.

Personal attributes

- Strong commitment to diversity, inclusion, and reducing barriers to physical activity.
- Proactive and collaborative working style, suited to working alongside a volunteer management committee.
- Flexibility to work unsociable hours, including evenings and weekends during the cricket season.

Role details

- **Job Title:** Community Development Officer
- **Location:** Inch Park, Gilmerton Road, Edinburgh, EH16 5UF
- **Contract:** 3-year fixed-term contract, 1 January 2027 to 31 December 2029
- **Salary:** £25,500 per year
- **Hours:** 35 hours per week
- **Employer:** Inch Park Community Sports Club will act as the main employer on behalf of the club.
- **Reports To:** ESCC Management Committee

How to Apply

We are committed to making our application process accessible and inclusive. To apply, please **submit one of the following** formats outlining your experience and suitability for the role to **paul@equitycoach.co.uk**:

- A CV and a cover letter (no more than two pages in total)
- A short video presentation (no more than five minutes)

Closing Date: Friday 27 November 2026 at 21:00.