



# CRICKET SOUTH AFRICA

wishes to appoint a

## Chief Executive Officer

CSA (Cricket South Africa) is the national governing body for cricket in South Africa and administers all aspects of South African cricket.

A fixed term position for a **Chief Executive Officer (CEO)** has become available. The successful candidate will work with the CSA Board of Directors (Board), lead and implement strategic plans which will aid CSA to respond to the changing business, social and sporting environment. She/he will play a key part in the operational and strategic management of the wider organisation, achieving the goals of our mission's 5 key pillars namely Excellence; Development; Sustainability; Transformation; and Brand & Reputation.

The CEO will report primarily (i.e. functional responsibility) to the **Board** and administratively to the Chairperson of the Board. The CEO is primarily responsible for providing strategic, financial, and operational leadership for CSA and will closely coordinate and work with the Board of Directors and the Executive Leadership team. The CEO will be the ultimate executive custodian of all cricket matters in South Africa, from the professional levels through to grassroots development levels with a clear focus on the ongoing sustainable growth and transformation of the game in the medium to long term. The CEO will foster an inclusive, open, and transparent culture throughout the organization with high levels of innovation, energy, and unity of purpose. The CEO will develop strong and long-lasting relationships with all key stakeholders of the game in SA and Internationally. In addition, the CEO will be the public face of CSA externally.

Being in the sport of cricket, the role requires extensive travel (both local and international), extended periods away from home and the ability and willingness to work long hours, over weekends and public holidays where necessary.

The more important criteria for the appointment is set out below and although not exhaustive, would serve as a guideline in assessing prospective candidates:

### **Key responsibilities:**

Key performance areas include but are not limited to the following:

#### **1) Strategy Development and Implementation**

- a) In conjunction with the Executive Team, develops and documents the medium (4-year cycle) and long term (up to 10 years out) strategy for cricket in South Africa that incorporates CSA Members and obtains Board approval of the strategy.
- b) Accountable for the execution of the approved strategy.
- c) Implement CSA Operational model pillars of Centralise, Standardise, Synergise and Incentivise.
- d) Actively cascades the approved strategy to all C-Suite members and monitors / oversees execution of the strategy.
- e) Ensures that remedial actions are developed, approved, and implemented timeously when course corrections to the execution of strategy are needed.
- f) Accountable for the growth and long-term sustainability of CSA and of the game in South Africa.
- g) Accountable for the ongoing transformation of the game in South Africa.

- h) Ensure that business strategies and plans are all aligned with short-term and long-term strategic objectives.
- i) Specifically ensures that in all CSA does, the focus of everyone in the organisation never strays from that which is best for cricket in the long term.

## **2) Strategic Finance**

- a) In conjunction with the Chief Commercial Officer (CCO), ensure that all ethically justifiable revenue streams are identified and positively exploited for the long-term benefit of the game.
- b) Drive revenues, working with the CCO / Commercial Department to maximise income and building effective and lasting partnerships with Sponsors and Broadcasters.
- c) In conjunction with the Chief Financial Officer (CFO), ensure that CSA's finances are managed prudently and with a view to long term growth and sustainability of the game.

## **3) Risk, Governance and Compliance**

- a) Carry the legal accountability as a statutory director for ensuring compliance in respect of all statutory and fiduciary duties / obligations and corporate governance.
- b) Direct the necessary activities to ensure internal compliance with corporate governance precepts in accordance with King III and King IV.
- c) Play a leading role in the corporate governance of CSA.
- d) Oversees that risks are actively managed by each C-Suite member within their respective domains.
- e) Takes accountability for all reputational risks and ensures that they are pro-actively mitigated when so required.

## **4) Strategic People Management**

- a) Lead and manage the executive team in the achievement of planned CSA objectives and targets by ensuring that CSA has a high performance culture.
- b) Manage, mentor, and develop CSA's Executive Management Team, delegating responsibility effectively and enabling all managers to lead high performing and positive departments.
- c) Ensure that the Exco meets on a regular scheduled basis and that all required voices (including at times from non-members of the Exco that attend by invitation) are heard and heeded when strategically and/or operationally so justified.
- d) Ensure that the Executive team's roles and responsibilities are clarified, performance objectives are set and managed and conduct Executive performance reviews in accordance with Keeping Score! guidelines and take corrective actions where necessary.
- e) Ensure that an Executive succession plan is developed and implemented.
- f) Build a pro-active environment where the Executive team can take responsibility for results.
- g) Manage strategic Human Resources in accordance with policies, procedures, and legal requirements.
- h) Ensure that organisation wide Employment Equity targets are set and achieved.

## **5) Stakeholder Relations**

- a) With the assistance of the relevant internal resources and CSA Board and Members' Council roleplayers, identifies all relevant stakeholders and ensure that proper stakeholder relationship management is in place, varying from member relations to sponsor relations through government relations and where appropriate community relations.
- b) Regular engagement with all stakeholders including Member counterparts.
- c) Acts as the visible face of CSA in all high-profile public engagements.
- d) Oversee strategic interventions that will contribute to CSA's overall media profile across all media (traditional, electronic, and social) thereby enhancing CSA's brand and reputation as well as those of the Proteas Women and Proteas Men.
- e) Champion and publicise the game of cricket in South Africa in its widest sense and including men's, women's and disabilities cricket at both professional and development levels, inspiring new participants, and supporters alike.
- f) Work closely with the Board Chairperson on all international activities to represent the CSA's interests' overseas, forging strong and effective working relationships at the ICC and with senior figures in international cricket administration.

## **6) People Management (Own Direct Reports)**

- a) Regularly and on a set, schedule meets with all direct reports in a structured fashion, both one-on-one and collectively.
- b) Monitors and manages performance to clearly communicated expectations, including but not limited by means of Keeping Score!
- c) Ensures PDP's (Personal Development Plans) are executed upon.
- d) Maintains a climate conducive to high performance.

## **7) Ad Hoc**

- a) Performs such additional functions as may be instructed by the Chairperson of the Board from time to time.

### **The following job qualifications, experience, knowledge and skills are essential requirements:**

- a) A minimum of any appropriate post-graduate qualification in Business Administration / Commerce / Sports Management or equivalent postgraduate qualification (NQF8).
- b) A minimum of 10 years working experience as an executive in a medium sized organisation, with a prior CEO or similar role being a distinct advantage.
- c) Exceptional Leadership and People Management experience with a proven track record in building strong business relationships, fostering healthy stakeholder relationships, creating new partnerships, and driving a culture of collaboration and innovation.
- d) Successfully implemented Transformation strategies and plans.

### **In addition, the following job competencies and attributes would be important:**

- a) In depth knowledge of cricket in all formats and at all levels.
- b) South African cricket governance and operational structures at all levels.
- c) ICC strategy, structures, and mandate.
- d) Strategy formulation and execution.
- e) Financial management at a high level.
- f) A strong understanding of the complexities of the commercial, political, and operational aspects of leading a sports' governing body.
- g) Good understanding of CSA transformation objectives.
- h) Strategic leadership.
- i) Strategy development.
- j) Cascading and communicating strategy to the balance of the C-suite.
- k) Driving organisational performance measures (Effectiveness and Efficiency.)
- l) Effective conflict resolution.
- m) People management.
- n) Coordinating with others.
- o) Negotiation.
- p) Breaking down organisational silos.
- q) Public speaking / presentation skills.
- r) Politically astute with maturity and gravitas in terms of presentation style and behaviour.
- s) Impeccable ethical record.
- t) Leads by example.
- u) Approachable.
- v) Effective communicator.
- w) Excellent interpersonal skills.
- x) High aptitude in decision-making and problem-solving.
- y) Demonstrates good judgement.
- z) Creativity.
- aa) Cognitive flexibility.
- bb) High emotional intelligence.
- cc) Service orientation.
- dd) Critical thinking ability.
- ee) Complex problem-solving ability

Successful candidate would be based at CSA Offices, 86 5<sup>th</sup> Street, Johannesburg. Qualifying candidates can apply to [careers@cricket.co.za](mailto:careers@cricket.co.za) with a comprehensive CV, cover letter, copy of SA ID, copies of qualifications and at least two contactable references.

All applications will be treated in strict confidence. Short listed candidates will undergo interviews and possible additional assessments.

In making the final selection, consideration will be given to the employment equity objectives of CSA. A performance agreement shall be entered with the successful applicant. CSA reserves the right not to make an appointment.

The closing date for all applications is **30 July 2021** Only shortlisted candidates will be contacted. Should you not receive a response to your application within 14 days after the closing date, please consider it as being unsuccessful.

CSA is an equal opportunity, affirmative action employer. It is our intention to promote and broaden the diversity of our workforce ensuring South Africans of all races, gender and disability can be involved in the administration of cricket. The appointments are made in line with CSA's employment equity commitments.