



Cricket South Africa

wishes to appoint a

Director of Cricket

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

A position for a **Director of Cricket (DOC)** has become available. The successful candidate will be a key member of the C-suite, the DOC will assume a strategic role in the overall management of cricket affairs. The DOC will be responsible for the development and implementation of the Performance Strategy of Elite Players in all South African National Teams, the development of Player Pathways and the end-to-end day to day hands on management of all other components of Cricket Services.

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 job duties/responsibilities:

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

1. Manage Cricket Services Strategy

- a) Analyse the CSA Strategy to understand the practical implications for Cricket Services.
- b) Develop and implement the Cricket Services sub-strategy and conduct execution planning in accordance with the CSA requirements and Policies.
- c) Manage strategy and execution planning elements in accordance with prescribed parameters.

2. Manage Cricket Services

- a) Execute the Cricket Services sub-strategy.
- b) Identify and secure the appropriate resources for the management of Cricket Services.
- c) Create and maintain a climate conducive to performance to ensure Cricket Services delivers against objectives.
- d) Compile reporting on Cricket Services' performance at the required intervals reflecting all relevant statistics and performance indicators.
- e) Provide feedback to the relevant role players as and when necessary.
- f) Manage the Business Unit in accordance with CSA policies, procedures and legal requirements.
- g) For the sake of clarity, the Director of South African Cricket takes ultimate management responsibility for all of:
 - i. Proteas Women
 - ii. Proteas Men
 - iii. SA "A"
 - iv. National Academy
 - v. Varsity Cricket
 - vi. Under 19 Cricket

- vii. Schools Cricket
- viii. Mini Cricket
- ix. High Performance Pathways
- x. Cricket Pathways
- xi. Future Tours Planning
- xii. Convenor of Selectors
- xiii. Coaching Pathways
- xiv. Match Officials Pathways

3. Team and Player Analytics

- a) Ensure that the resources and systems are in place to conduct and maintain highly detailed and granular analytics on all national level teams and all top tier Affiliate level players as well as on SA “A”, National Academy and Varsity Players, thereby building a live picture of the “sharp end” of the talent pipeline.
- b) Ensure that the analytics data gets used in an objectively justifiable way to inform selection decisions.

4. Manage Transformation

- a) Understand the CSA Transformation Strategy to determine how Cricket Services must contribute to the achievement of targets.
- b) Understand the National Transformation Priorities to determine applicability and targets to be achieved.
- c) Monitor progress and performance against the Transformation Strategy to ensure that targets are achieved.
- d) Implement corrective actions where required to ensure that the Strategy is executed.

5. 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 PDPs (Player Development Plans) are executed.
- d) Maintains an environment and climate conducive to high performance.
- e) Leading by example.
- f) Acting as a mentor to own team members and other CSA staff.

6. Ad Hoc

- a) Takes on such additional duties and responsibilities as the CEO may set from time.

Essential requirements pertaining to the candidate’s qualifications and experience:

- a) An NQF Level 6 Qualification (“National Diploma”) in Sport Management/Science or an Equivalent Qualification would be an advantage.
- b) A minimum of 10 years Playing and/or Coaching Cricket at Elite level, either Protea Women’s or Protea Men’s, including time playing for or coaching at any of the bigger CSA Affiliates. Successful Captaincy would be an advantage.
- c) The incumbent should ideally come from a professional cricketing background in South Africa and should ideally have a significant degree of name recognition amongst the cricket fan base.

In addition, the following competencies (skills and behavioural attributes) would be important:

- a) Communication
- b) Contract Management
- c) Influencing
- d) Interpersonal Skills
- e) Leadership
- f) Media Management
- g) People Management
- h) Political understanding
- i) Problem Solving
- j) Relationship Management
- k) Strategic Decision Making
- l) Stress Management
- m) Team Management
- n) Adaptability
- o) Approachability
- p) Assertiveness
- q) Creativity
- r) Critical Thinking
- s) Cultural Sensitivity
- t) Diversity Management
- u) High Emotional Intelligence
- v) Innovation
- w) Motivated
- x) Results Driven
- y) Visionary

The role will report to the **Chief Executive Officer (CEO)**. The role requires the ability and willingness to travel, work long hours, over weekends and public holidays where necessary.

The successful candidate will be based at the CSA Head Office, 86 5th Street, Melrose Estate, Johannesburg and Centre of Excellence, LC de Villiers Sports Grounds, HPC, Burnett Street, Hatfield. Qualifying candidates can apply to careers@cricket.co.za with a comprehensive CV, 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 into with the successful applicant. CSA reserves the right not to make an appointment.

The closing date for all applications is **04 April 2022**. 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 employer. It is our intention to promote and broaden the diversity of our workforce ensuring South Africans of all races, gender, disability can be involved in the administration of cricket. The appointments are made in line with CSA's employment equity commitments.