



Cricket South Africa

wishes to appoint

Coach Developers x 2

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.

Two fixed term positions for a **Coach Developers** has become available. The successful candidates will be responsible for: training, qualification, certification, and continued development of cricket coaches in CSA Member structures and National Coach Education & Development programmes, in compliance with the standards, directives, criteria and administrative requirements of the CSA Coach Education & Development Department.

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. Facilitation and Administration of coach education programmes

- a) To engage with Member Coach Education Committee to address it's coach education needs and collaborate with them on an annual coach education planner.
- b) Facilitate Level 1 and 2 coaching courses against those approved in the annual planner.
- c) Support other CSA Coach Developers with their coach education programmes.
- d) Conduct Level 3 assessments.
- e) Submit all coaching courses conducted for the CSA Coach Education office for verification.
- f) Maintain and manage a coaches' database.
- g) Induct new provincial coach developers onto the role.

2. Coordinate and Facilitate Continuous Professional Development Programmes

- a) Conduct Level 2 Refresher courses at assigned Members.
- b) Conduct Coach Acceleration Programmes for coaches in CSA Focused programmes.
- c) Conduct Coaches Forums and Webinars for accredited coaches.
- d) Support other Coach Developers with their CPD programmes.

3. Provide coach development support to Framework/Member coaches

- a) Identify coach development needs for framework coaches.
- b) Implement interventions/action plans identified in the framework coaches Personal Development Plans.
- c) Conduct Coaching & Mentoring of Framework Coaches/Provincial Coaches at designated CSA tournaments

- d) Implement CSA's priority coaching interventions.
- e) Facilitate coach development programmes assigned by the Coach Education Department.

4. Safeguarding

- a) Lead the safeguarding requirements for Cricket Services in liaison with Member Designated Safeguarding Officer.
- b) Track safeguarding related cases and ensure requirements related to the CSA Safeguarding policy is adhered to.
- c) Coordinate the Safeguarding requirements at all CSA Cricket Services sanctioned tournaments.

5. Personal Development

- a) Ensures own PDP (Personal Development Plan) is designed and implemented.
- b) Take part and ensure formal bi-annual reviews are conducted with Line Manager.
- c) Take part in all surveys and initiatives aimed at improving organisational culture and employee wellness.
- d) Take part in all the HR training interventions aimed at improving the employees' competence.

6. Ad Hoc

- a) Perform such additional functions as may be instructed by the Line Manager from time to time.
- b) Ensure that allocated projects as specified by Line Manager are completed and that project deadlines have been met.
- c) Ensure that Project delivery does not affect or set back normal deadlines.

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

- a) A Level 3 Senior Coaching Certificate.
- b) A Safeguarding Awareness Certificate.
- c) 3 years' relevant experience as a Provincial Coach Developer.
- d) 5 years' relevant coaching experience at representative level.
- e) 1 year relevant experience in safeguarding practice of participants will be advantageous.
- f) Relevant experience as Facilitator – ETDP will be advantageous.
- g) Relevant experience as Assessor – ETDP will be advantageous.
- h) Relevant experience as Moderator – ETDP will be advantageous.
- i) Relevant Coach Developer Designation – Provincial Coach Developer will be advantageous.
- j) Relevant experience as Designated Safeguarding Officer will be advantageous.

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

- a) Computer skills capable of basic troubleshooting.
- b) Advanced proficiency in effectively conducting video conference meetings (Skype, Zoom, Teams).
- c) Advanced proficiency in MS Office Suite (Word, Excel, PowerPoint).
- d) Conflict management and resolution skills.
- e) Critical thinking.
- f) Excellent strategic planning skills.
- g) Strong decision-making ability.
- h) Good attitude and excellent interpersonal skills.
- i) Self-motivated with a high work ethic and ability to solve problems.

- j) Excellent communication skills (verbal and written) including ability to communicate with people at all levels.
- k) Ability to work under pressure and handling of stress.

The role will report to the **Coach Education Manager**. The role requires the ability and willingness to travel, work long hours, over weekends and public holidays where necessary.

The successful candidate (s) will work remotely and service CSA Members/Affiliate and or at CSA and Members/Affiliates offices when required. 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 **18 November 2024**. 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.