



Cricket South Africa

wishes to appoint a

National Convener of Selection – Proteas Men for a period of three (3) years

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

CSA is inviting applications for consulting services for an Independent Contractor position as **National Convener of Selection—Proteas Men**. The role is for a period of three (3) years.

The successful candidate will serve as Convener of Selection for Proteas Men, SA “A” and High-Performance Monitored squads, oversee the selection process, manage the selection panels, ensure transparent and objective player selection decisions, and maintain communication with coaches and players at National and Domestic Professional Levels.

In addition to striving to select winning and representative national teams, the candidate will be required to attend scheduled NPSP meetings and Pathway Programmes as needed from time to time. The role will report to the Director: National Teams and High-Performance.

Diversity will be a strong consideration when making an appointment. The candidate must possess the criteria set out below. Although not exhaustive, these criteria will serve as a guide in assessing prospective candidates.

Key duties/responsibilities:

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

1. Selection of representative teams

- a) Act as Convener of Selectors (chair) for the Proteas Men, SA “A” and High Performance Monitored Squad.
- b) Coordinate all statistics, analysis, and research from the CSA Statistician, CSA High-Performance Analyst, and CSA High-Performance unit, as well as feedback from High-Performance Talent Scouts, Coaches, and other sources, to assist in team selections.
- c) Determine the national contracted players for the men's national team annually.
- d) Ensure that the set CSA and EPG transformation targets are adhered to.
- e) Continually improve the selection criteria and ranking systems for CSA in line with the overall strategy.
- f) Identify independent selectors for the pathway system through a consultative process and motivate the Director: National Teams and High Performance for appointments.
- g) Identify the talent scouts for the pathway system through a consultative process and motivate the Director: National Teams and High Performance for appointments.
- h) Oversee the induction of independent selectors and scouts.

- i) Ensure that selection reports and squad succession plans are prioritized annually during the player contracting discussions phase. These plans will be presented to the Cricket Committee in January of each year or from time to time as requested.

2. Participate in pathway processes that aid National Pathway Selection

- a) Contribute to the National Teams Performance, National Selection and High Performance (HP) strategies, policies and annual operating plans, which include the following areas.
- b) In consultation with the Director: National Teams and HP, ensure that leading-edge technology is in place to support the national selection and talent identification process.
- c) Explore the world's best practices for scouting and selection systems across sports and implement best practices suited for the South African climate.
- d) Oversee the design of a world-leading talent identification system for cricket in South Africa.
- e) Liaise closely with Selectors, Coaches, the Chief Medical Officer, the Director of National Teams, and HP on current needs and develop player succession plans.
- f) Oversee the scouting/selection programme in consultation with the Director: National Teams, HP, and Executive: Domestic Cricket (where applicable), and provide scouting services where necessary.
- g) Coordinate and facilitate the distribution of information from the scouting/selection process to the relevant platforms.
- h) Lead quality selection and scouting continuously.
- i) Lead in developing new programmes/services regarding a comprehensive scouting and selection system.
- j) Establish a database system supporting the selection and contracting system.

3. Stakeholder Relationships

- a) Identify key stakeholders involved in executing national selection and talent identification systems, establish links with each stakeholder, build awareness, share knowledge, and encourage ongoing involvement.
- b) Report to the CSA network on the progress of programmes/services and recommend best practices.

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

- a) At least 5 years of proven experience as a Selector at the professional cricket level.
- b) Proven experience in talent identification and scouting cricketers.
- c) Understand the transformation objectives of CSA.
- d) Previous cricket or other sports administration experience is highly advantageous.
- e) Be involved and/or understand the CSA Pathway system.
- f) Must have a known and proven track record in cricket selection processes.
- g) Meet any other requirements included in the position description.

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

- a) Computer literate with proficiency in MS Office suite – Word, Excel, PowerPoint, Internet, Publisher.
- b) Excellent report-writing skills.
- c) Good attitude and excellent interpersonal skills.
- d) Conflict management and resolution skills.
- e) Sound analysis and judgement.

- f) Excellent communication skills (verbal and written), including the ability to communicate with people at all levels.
- g) Ability to plan, organise and work effectively independently and as part of a team.
- h) Ability to work under pressure and handle stress.
- i) Passionate about the game of cricket.

In selecting the right candidate, the following will be considered:

- a) The candidate's profile / CV depicting proven experience in high-level cricket.
- b) The candidate's profile / CV depicting sound knowledge of international and domestic structures.
- c) The candidate's profile / CV demonstrating a track record of fairness and impartiality.
- d) The candidate's profile / CV demonstrating commitment to transformation and player development, etc.

Pricing

Applicants must submit a rate per day for their proposed compensation for managing the selection process.

NB: Cost-effectiveness and adherence to budget will be a key consideration.

Pricing Template

Cost Component	Description	Cost (excluding VAT)
Consultancy Fee per day	Fee for overseeing the selection Process	
Travel Expenses	To be covered by CSA	
Miscellaneous	To be covered by CSA	

The role requires the ability and willingness to travel and work long hours, including weekends and public holidays. The successful candidate would be expected to spend the time needed for the HP Programme executing his/her duties at the CSA Centre of Excellence, LC de Villiers Sports Grounds, HPC, Burnett Street, Hatfield, Pretoria. However, he/she will not be obliged to move to Pretoria.

Qualifying candidates can apply to hlengiwem@cricket.co.za with the following documents:

- A comprehensive CV/ Profile,
- Copy of SA ID or CIPC Document,
- Copies of qualifications,
- A BEE Certificate,
- A valid Tax clearance Pin
- Banking letter or cancelled blank cheques confirming banking details
- Declaration of any conflict of interest with any CSA employees.

All applications will be treated in strict confidence. Shortlisted candidates will undergo interviews and possible additional assessments as well as vetting processes.

The closing date for all applications is **Tuesday, 29 April 2025 @16:00**. Only shortlisted candidates will be contacted. If you do not receive a response to your application within 14 days after the closing date, please consider it unsuccessful.