



Cricket South Africa

wishes to appoint a

Independent Selector - for a period of three (3) years

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

Cricket South Africa is inviting applications for consulting services for an Independent Contractor position as an **Independent Selector**. The role is for a period of three (3) years.

The successful candidate will be responsible for ensuring the implementation of effective talent identification and selection systems, as well as robust processes across all levels of the pipeline, with the objective of enabling CSA to field competitive and representative national teams. The role will report to the Director of National Teams and High Performance and is integral to the effective and efficient functioning of the Cricket Services Department. Being in the sport of cricket, the role requires the ability and willingness to travel, work long hours, over weekends, and public holidays where necessary.

The important criteria for the appointment are set out below, and although not exhaustive, would serve as a guideline in assessing a prospective candidate.

Key duties/responsibilities:

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

1. Selection and talent identification processes and systems

Contribute to the National Teams Performance, National Selection, and High Performance (HP) strategies, policies, and annual operating plans, which include the following areas:

- a) Ensure talent identification strategies/programmes are managed in line with overall Cricket Services and National Teams - Performance Strategy from school/youth level through to national level.
- b) Ensure, in consultation with the CSA National Convener of Selection for the Pathway, that there is a leading-edge technology 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) Contribute to the design of a world-leading talent identification system for cricket in South Africa.
- e) Liaise closely with Selectors, Coaches, and CSA National Convener of Selection for the Pathway on current needs and develop player succession plans.
- f) Oversight of scouting/selection programme in consultation with CSA National Convener of Selection for the Pathway, High-Performance Manager, and Youth / Tertiary Cricket Manager (where applicable), and provide scouting services where necessary.

- g) Coordinate and facilitate the distribution of information that comes from the scouting/selection process to the relevant platforms (National Academy and SA U19).
- h) Lead quality selection and scouting continuously.
- i) Lead in the development of new programmes/services with regard to a comprehensive scouting and selection system.
- j) Establish a database system that will support the selection and tracking of pathway talent.
- k) Draft an annual schedule allocating selectors and approved scouts (where applicable).

2. Team selection and determining national contracted players

- a) Coordinate all statistics, analysis, and research from CSA Statistician, CSA High Performance Analyst, CSA High Performance unit, as well as feedback from High Performance Talent Scouts, Coaches, and other sources, to assist in team selections.
- b) Perform as Selection Convener for all SA Emerging (National Academy) and Under-19 teams.
- c) Ensure that the set CSA and EPG transformation targets are adhered to.
- d) Participate in the national contracting of players annually for both Proteas Men.
- e) Continually look to improve the selection criteria and ranking systems for CSA in line with the overall strategy; and
- f) Ensure all SA U/19 players have signed the SA U/19 player contract prior to the announcement of any SA U/19 Team

3. Stakeholder Relationships

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

4. Ad hoc duties

- a) Ensure that allocated projects, as specified by the Line Manager, are completed and that project deadlines have been met;
- b) Ensure that Project delivery does not affect or set back normal deadlines; and
- c) Perform other reasonable duties, including Ad hoc project involvement as instructed by the company.

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

- a) A relevant diploma/bachelor's degree in Sports Management or a similar qualification will be advantageous;
- b) Previous experience in cricket or any other sports administration is highly advantageous;
- c) A minimum of 5 years proven experience as a Selector;
Proven experience in talent identification and scouting of cricketers;
- d) Understand the transformation objectives of CSA;
- e) Computer literate with proficiency in MS Office suite - Word, Excel, PowerPoint, Internet, Publisher;
- f) Excellent report writing skills; and
- g) Driver's license.

The mandatory criteria that must be met by the potential candidates are listed below:

- a. Be involved and/or understand the CSA Pathway system;
- b. Must have a known and proven track record in cricket selection processes;
- c. Meet any other requirements included in the position description;
- d. Be available to attend scheduled NPSP meetings;

- e. Be available to attend Pathway Programmes as required by the Convener of Selection for the Pathway;
- f. The NPSP members can't serve in both the CSA Member selection panel and the NPSP (i.e., if he or she is already in a CSA Member selection panel and gets nominated for the NPSP, the incumbent will have to vacate the Member positions once he or she has successfully been appointed as an NPSP member.

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

- a. Good attitude and excellent interpersonal skills;
- b. Conflict management and resolution skills;
- c. Sound analysis and judgement;
- d. Excellent communication skills (verbal and written), including ability to communicate with people at all levels;
- e. Ability to plan, organize, and work effectively on one's own and as part of a team;
- f. Ability to work under pressure and handle stress; and
- g. Passionate about the game of cricket.

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 carrying out the abovementioned duties/responsibilities	
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 required by the HP Programme at the CSA Center of Excellence, LC de Villiers Sports Grounds, HPC, Burnett Street, Hatfield, Pretoria, in the execution of his/her duties, although he/she will not be obliged to move to Pretoria.

Qualifying candidates can apply to bongat@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

Shortlisted candidates will undergo interviews and possible additional assessments. In making the final selection, consideration will be given to the Employment Equity objectives of Cricket South Africa (NPC). 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 **30 April 2026 @ 16:00**. 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.