



Cricket South Africa

wishes to appoint a

Match Officials Coach x 2

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

Two (2) fixed term positions for **Match Officials Coach** will become available. The successful candidate(s) will be responsible for all aspects of the Match Official Programs in CSA and CSA Member regions within the guidelines set out in the CSA Incentive Scorecard, and liaising and supporting the efforts of the various Match Official structures in elevating performances on the field of play.

The more important criterion 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:

- a. Be a direct conduit between the National Match Officials Manager (NMOM), Member Presidents and member Cricket Services Managers (CSMs).
- b. Be a champion of a focused drive on transforming CSA Members (Affiliates).
- c. Assist with compilation and “walk-through” of budgets between Member Presidents and CSMs.
- d. Implement focused recruitment at RPCs, hubs, schools, clubs and tertiary institutions.
- e. Coordinate appointments at league level.
- f. Coordinate the selection of Match Officials for nomination for CSA Age Group Tournaments.
- g. Ensure that those nominated are properly prepared for their respective tournaments. This includes Laws, playing conditions, field techniques etc.
- h. Work closely, in a coaching and mentoring role with identified umpires and scorers in each CSA Member.
- i. Build close relationships with the identified groups and develop them.
- j. Monitor, evaluate and report on the progress of the identified groups.
- k. Develop generic skills development tools for Match Officials.
- l. Act as a Match Manager (as opposed to Match Referee) in Division 1 and 2 of professional matches in his/her region.
- m. Ensure own PDP (Personal Development Plan) is designed and implemented.
- n. Take part and ensure formal bi-annual reviews are conducted with Line Manager.
- o. Take part in all surveys and initiatives aimed at improving organisational culture and employee wellness.
- p. Perform such additional functions, including *ad hoc* projects, as may be instructed by the Line Manager from time to time.
- q. Ensure allocated projects specified by the Line Manager are completed, project deadlines are met.
- r. Ensure that project delivery does not affect normal deadlines.

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

- a. A Matriculation certificate (NQF 4) or equivalent qualification.
- b. A Higher certificate in Sports Management (NQF5) or equivalent qualification will be an advantage.
- c. A valid driver's licence and police clearance.
- d. A minimum of 5 years credible / relevant umpiring experience at professional level with strong administrative skills.
- e. High-performance coaching experience (including in other sports) at member, national or international level, is a distinct advantage.
- f. 5 years' experience working with or in the sports industry is desirable.

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

- a. Advanced Microsoft Office (MS Word, Excel, PowerPoint).
- b. Computer skills capable of basic troubleshooting.
- c. Advanced proficiency in effectively conducting video conference meetings (Skype, Zoom, Teams).
- d. Successful application of coaching and mentoring skills and the ability to tailor make individual professional development plans.
- e. Understand and support the transformation objectives of CSA.
- f. A very good understanding of the Laws and playing conditions.
- g. Proven ability to motivate, stimulate, and inspire match officials.
- h. An understanding and empathy of the unique requirements of match officials at the CSA and Member levels.
- i. Knowledge of industry regulations
- j. Conflict management and resolution skills.
- k. Strong decision-making ability.
- l. Good attitude and excellent interpersonal skills
- m. Self-motivated with a high work ethic and ability to solve problems.
- n. Excellent communication skills (verbal and written) including ability to communicate with people at all levels.
- o. Ability to work under pressure and handling of stress.

The role will report to the **National Match Official Manager**. 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 CSA Centre of Excellence, LC de Villiers Sports Grounds, HPC, Burnett Street, Hatfield, Pretoria. 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. Shortlisted 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 **29 April 2026**. 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.