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CENTRAL GAUTENG
LIONS
CRICKET BOARD

Imperial Wanderers Stadium,
Corlett Drive, Illovo,
Johannesburg
PO Box 55309, Northlands, 2116

Academy and Colts Head Coach

About Central Gauteng Lions:

Central Gauteng Lions is a registered Non-Profit Company that serves as the custodian of all professional and amateur cricket activities within the Gauteng province's Central Region. Its primary focus includes administering, promoting, developing and co-ordinating the sport to make the Lions Cricket the most successful in professional and amateur cricket.

Purpose of the Role:

Develop and implement a high-performance coaching programme with the support of the CGL Coach Education Manager for the Academy and Colts Age Group squads. The primary outcome is to have a positive impact in the preparation and coaching of both individual and squad cricketers with the intent of enhancing the individual performance of the identified players and enabling a robust talent pipeline.

Key Accountabilities:

- **Develop the cricket specific components of the Player Performance Plan for identified cricketers.**
 - Manage the planning process and ensuring that each identified cricketer has a plan aligned to the deliverables of the PPP.
 - Work closely with the CGL Coach Education Manager to establish and approve the planned outcomes of the PPP for each identified cricketer.
 - Ensuring that support systems and structures for the identified cricketers are enhanced to sustain adequate individual performance standards.
 - Outline performance expectations to the identified cricketers as well as his coach (i.e. school, club, Hub, etc.).
 - Establish regular performance reviews and assessment of the identified cricketers and provide monthly progress to the CGL Coach Education Manager.
- **Implement the high-performance coaching programme by coordinating all aspects of the Personal Development Plan per identified player.**
 - Ensure that an adequate needs analysis is conducted on each identified cricketer covering the following developmental aspects: - Physical (Physiological conditioning and Nutritional status); Cricket Skills (Technical, Tactical and playing exposure); Medical (Injury or illness); Psychological (Socio-Psychological health and Mental Performance); Socio-Culture (School Education, Post School Activities, Support networks, Socio-Economic status and Team Environment)
 - Ensuring that adequate specialists are available to be assigned for the intervention measures with the support of the CGL Coach Education Manager.
 - Ensuring that regular communication and reporting with relevant stakeholders takes place (i.e. pipeline and other coaches, educational institutions, specialists, etc.)
- **Guide the selection panel in the selection of the Provincial Academy and Colts Age Group training squad.**

Directors: N. A Vilas (**) [President], E.M Glennistor (**) [Vice President], J.N Leaf-Wright (Chief Executive Officer), M.S Patterson (**), Y.A Manack (**), B.F Lesele (**), Z.F Ngcobo (*) [Lead I.D], V. Mathura (*), S. Firer (*), D.R Laing (***), M.S Sacher (***),

* Independent director ** Non-Independent director *** Alternate director

Gauteng Cricket Board operating as Central Gauteng Lions (Non Profit Company in terms of the Companies Act 71, 2008, as amended)
Reg. No. 1977/002554/08



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- To develop and implement structures within the province that can sustain talent identification aligned to the provincial pipeline structural requirements.
 - To ensure that there is support and understanding of the programme undertaken by the key role players within the Provincial Schools' cricket system through the assistance of Youth Cricket Coordinator / Amateur Manager.
 - To work closely with the coaches of the identified cricketers within the squad by ensuring that the individual deliverable plans are supported and actioned to enhance cricketers.
 - Introducing benchmark performance required to be attained by identified cricketers for each cricket discipline.
- **Lead the identification of talent within National, Provincial or Professional pipeline structures.**
 - To play a key role in the preparation and coaching of the selected Provincial Academy and Colts age group squads.
 - To conduct off-season coaching programmes and camps.
 - Prepare players reviews for implementation as per the PPP.
 - To collaborate with the Central Gauteng region counterparts in the delivery of National programmes or Central Gauteng region requirements not limited to Academy or Senior Provincial cricket:
 - Coordinating Central Gauteng region talent camps for Academy and Colts (annual TAP Camp) age group;
 - To manage the identifying of talent for the Central Gauteng region talent camps and potential cricketers for the Cubs XI.
 - Liaise and Support the National U19 Head Coach in the monitoring and implementation of national strategy or support requirements on the nationally identified cricketers.
 - **Other**
 - Are required to travel with the team.

Required Qualifications + Other

- Minimum Level 3 Coaching Qualification, plus a
- Sports Management qualification or related qualification
- Driver's Licence
- Valid First Aid (Level 1)

Other

- Valid DBS Clearance

Required Experience (*relevant or in a similar role*)

- Between 3-5 years credible coaching experience of young adults at club, union, provincial level and national level
- Track record of coaching success
- Be familiar with the latest coaching techniques and methods
- Experience use of Player Management System

Required Behavioural & Technical Competence

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Knowledge & Skills:

- Understanding the Player Performance Plan and the challenges of BA players within the CSA pipeline
- Be able to coach, identify talent, evaluate and prepare training programmes to meet the needs of the identified cricketer
- Be able to evaluate and monitor progress while understanding the various coaching styles
- Understanding of the CSA Long Term Player Development process and has knowledge of the domestic cricket systems
- Growth Mindset & Performance Orientated
- Basic Mentoring principles & Project Management
- Working knowledge of all related legislation (including but not limited to the OHS Act, Safety at Sports and Recreational Act, etc.)
- Budget Planning, Expense Management & Control
- Proficient in MS Office

Behaviorial Skills:

- Development, growth & nurturing focus
- Conscientious, Self-motivated & high work ethic
- Honesty, Integrity & Confidentiality
- Results and Performance focused
- High levels of emotional intelligence and resilience
- A Team Player and Deadline Driven (Critical)
- Ability to persuade and influence others
- Authentic Leadership Style
- Excellent stakeholder engagement skills (verbal and written)
- Proficient in building collaborative relationships

Competencies:

- **Value Mindset** – approach (all) work and deliverables with a value mindset (creating and adding value)
- **Sense of Urgency** – act promptly, decisively and without delay
- **Initiates Action** – proactively addresses problems, looks for ways to avert crises, anticipates and grasps opportunities to provide value add
- **Deliver Results** – takes accountability for achieving CGL, team and own objectives, ensures completion and follow through
- **Collaboration** – build and maintain collaborative relationships, seeks mutually beneficial solutions, meaningful engagement with all stakeholders
- **Business Acumen** – understands revenue generation, budget management and costs containment in carrying out duties and responsibilities

Application Procedure:

Closing Date: **5 April 2021**

Comprehensive CV to be sent to: gcbvacancies@cricket.co.za

Unfortunately, no late applications will be accepted

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