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CENTRAL GAUTENG
LIONS
CRICKET BOARD

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

U16 Girls Framework Coach (Amateur)

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:

The role of the U16 Girls Head Coach (Amateur) is to develop and implement a high-performance coaching programme with the support of the CGL Coach Education Manager for the Girls U16 Age Group squads. The primary purpose for the position is to have a positive impact in the preparation and coaching of both squad cricketers with the intent of enhancing the individual performance of the identified players as well as build robust integrated talent pipelines (Provincial, National & Professional).

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, education institutions, specialists, etc.)

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

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- **Guide the selection panel in the selection of the Girls Provincial U16 Age Group training squad.**
 - 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 ensure that the individual deliverable plans are supported and actioned to enhance.
 - 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 Girls U16 (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 Sport Management or related qualification
- Driver's Licence
- Valid First Aid (Level 1)

Other

- Valid DBS Clearance

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

- More than 3-year credible coaching experience of children at Primary and High School level
- Track record of coaching success with girls/women players and squads
- Be familiar with the latest coaching techniques and methods

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Required Behavioural & Technical Competence

Knowledge & Skills:

- Understanding the Player Performance Plan and 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
- Growth Mindset and Performance Orientated
- Understanding of the CSA Long Term Player Development process and has knowledge of the domestic cricket systems
- Passionate about girls/women cricket
- Basic Mentoring Principles and 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

Behavioural 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

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Application Procedure:

Closing Date: **5 April 2021**

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

Unfortunately, no late applications will be accepted

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