

JOB OUTPUT & COMPETENCY PROFILE

JOB: U15 AND U17 AGE GROUP COACH

KEY JOB OBJECTIVE

The role of the Head Coach is to develop and implement a high-performance coaching programme with the support of the Provincial Coach Education Manager for the U15 and U17 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.

PURPOSE OF THE JOB

The incumbent will be responsible amongst other things for the following key delivery areas:

- To develop the cricket specific components of the Player Performance Plan for identified cricketers.
- To Coordinate the interventions for the identified players as part of the Personal Development Plans of a cricketer.
- To guide the selection panel in the selection of the Provincial U15 and U17 Age Group training squad.
- To lead the identification of talent within National, Provincial or Franchise pipeline structures.

KEY DELIVERY AREA NO 1

To develop the cricket specific components of the Player Performance Plan (PPP) 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 Provincial 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.
- To provide monthly progress to the Provincial Coach Education Manager.

KEY DELIVERY AREA NO 2

To Coordinate the interventions for the identified players as part of the Personal Development Plans of a cricketer.

- 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 Provincial Coach Education Manager.
- Ensuring that regular communication and reporting with relevant stakeholders takes place (i.e. pipeline and other coaches, parents, specialists, etc.)

KEY DELIVERY AREA NO 3

To guide the selection panel in the selection of the Provincial U15 and U17 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.

KEY DELIVERY AREA NO 4

To lead the identification of talent within the National, Provincial or Franchise pipeline structures.

- To play a key role in the preparation and coaching of the selected Provincial U17 and U17 age group squads.
- To conduct off-season coaching programmes and camps.
- Prepare players reviews for implementation as per the PPP.
- To collaborate with the Franchise region counterparts in the delivery of National programmes or Franchise region requirements not limited to Academy or Senior Provincial cricket: -
 - Coordinating Franchise region talent camps for U16 (annual TAP Camp) and U17 age group
 - To manage the identifying of talent for the Franchise 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

KEY JOB KNOWLEDGE REQUIREMENTS

- Understanding the Player Performance Plan
- Be able to Coach and Identify talent
- Be able to evaluate and prepare training programmes to meet the needs of the identified cricketer.
- Be able to evaluate and monitor progress
- Understanding the various coaching styles
- Understanding of the CSA Long Term Player Development process.
- Knowledge of the domestic cricket systems
- Understanding of the challenges of BA players within the CSA pipeline
- Basic Mentoring principles

KEY ATTRIBUTES

- Development & nurturing focus
- Conscientious
- Results focused
- Integrity
- Self-motivated & high work ethic
- Deadline Driven (Critical)
- Confidentiality
- Persuasive
- Resilient

QUALIFICATIONS

- Level 3 Coaching Qualification
- Driver's License

EXPERIENCE

- More than 3-year credible coaching experience of elite cricketers or squads

APPLICATION PROCEDURE

- Closing Date: Friday, 10 April 2020.
- Complete CV to be sent to the Cricket Service Manager: Charlottes@cricket.co.za.
- No late applications will be accepted
- All applications will be treated in strict confidence.
- Only shortlisted candidates will be contacted.
- Northerns Cricket Union reserves its right to not appoint any of the applicants but to approach any other person for the position.