



## JOB OUTPUT & COMPETENCY PROFILE

### JOB: PROVINCIAL ACADEMY AND U19 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 Provincial Academy and U19 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.

#### KEY JOB OUTPUTS

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 U19 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 U19 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 Academy and U19 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 U19 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](mailto: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.