



# UGANDA CRICKET ASSOCIATION

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## **JOB ADVERT - HEAD COACH: CRICKET CRANES MEN'S TEAM**

The Uganda Cricket Association, responsible for all cricket structures and programs in Uganda, has announced an opening for the role of **Head Coach** for the Cricket Cranes Men's Team. This role encompasses leadership of all coaching programs for the Men's team under Uganda Cricket.

A fixed-term position for a Head Coach for the Cricket Cranes Men's Team is now available. The successful candidate will have the responsibility of ensuring that the Uganda Men's Team achieves consistent success and reflects the spirit of Uganda. Additionally, the Head Coach must foster a high-performance environment to instil a culture of winning within the Uganda Men's Team, aligning it with Ugandan values.

The following criteria will be important in selecting the right candidate, though not comprehensive, they serve as a guideline for evaluating prospective candidates:

### **Key Responsibilities and Roles:**

- 1) **Carry out responsibilities as the Head Coach for the Cricket Cranes Men's Team, with the aim of grooming players for international contests, all while upholding the UCA's commitment to achieving distinction.**
  - Fulfil the role of Head Coach for the Cricket Cranes Men's Team and prepare the players for international competitions, aligning with UCA's vision of excellence.
  - Ensure comprehensive preparation plans are in place for each tour to enhance team success.
  - Develop a Strategic Performance Plan focused on winning ICC events.

- Motivate and inspire the Cricket Cranes Men's Team to excel.
- Guarantee that the team is well-prepared technically and tactically, using available resources.
- Conduct world-class analysis of opposition and venues to aid in team preparation.
- Coach the Cricket Cranes Men's Team to maintain consistent performance in all formats.
- Foster strong and effective relationships with Team Manager, captains, players, support staff, and the National Selection Committee.

**2) Create and foster a high-performance atmosphere in collaboration with the Cricket Cranes Men's Team Support Staff by applying sound player and team management principles.**

- Establish and promote a high-performance environment with the help of the Cricket Cranes Men's Team Support Staff, using effective player and team management principles in line with Team Manager.
- Oversee the performance management of coaching and support staff.
- Manage the performance of all national contracted and non-contracted team players.
- Assume responsibility for the team's discipline, ethics, performance, and national pride within their authority.
- Maintain positive relationships with players, support staff, and the Selection Committee.
- Act as a positive role model for the Cricket Cranes Men's Team and its supporters.
- Participate in all commercial and promotional activities of UCA and its sponsors as required.

**Support, encourage, and safeguard the culture of the Cricket Cranes Men's Team, ensuring its alignment with the overarching organizational culture of UCA**

- Facilitate, promote, and uphold the culture of the Men's National Team in line with the broader UCA Organizational Culture.
- Ensure alignment of the Team Culture with the broader organizational culture.



- Ensure that players and management of the Team adhere to and promote the team culture.
- Assist the Team Manager in team culture initiatives.
- Uphold and promote the spirit of the game at all times.
- Facilitate the integration of new Team players and Support Staff into the team's culture.
- Innovatively establish routes for players to transition from the under-19 development program to the Cricket Cranes Men's team.

**3) Serve as a member of the National Selection Committee**

- Comply with and execute the selection policies, procedures, and guidelines outlined in the Selection Policies, Procedures, and Guidelines.
- Maintain regular communication with the National Selection Committee regarding cricketers of national interest.
- Follow effective communication processes with all players regarding selection.

**4) Guarantee that, in their role as Cricket Cranes Men's Team Management, they actively aid and implement programs aimed at advancing player development, collecting valuable insights from tours, and providing recommendations based on lessons learned from past tours**

- Ensure that the Cricket Cranes Men's Team Management supports and executes initiatives for player development, gathers tour intelligence, and makes recommendations based on previous tours.
- Develop maintain and review Personal Development Plans (PDP) for each National player.
- Ensure that Tour Reports are completed by each relevant member of Team Management and submitted to the CEO for review.

**Requirements for the candidate's qualifications and experience include:**

- ECB/CA/BCCI/CSA Level 3 or 4 accreditation or equivalent international qualifications.

- Minimum of five (5) years of coaching experience in professional cricket (i.e., ICC Full member/ First Class Team/ ICC Associate Member)
- Understanding of cricketing culture, ODI cycle, and pathways of associate members.
- Experience in coaching at the international level is advantageous.
- Experience in high-performance cricket coaching and talent development.
- A proven track record of coaching achievement.

**Key competencies (skills and behavioral attributes):**

- A profound understanding of the world of international and professional cricket, encompassing emerging trends and contemporary developments.
- Formidable mentoring and motivational capabilities.
- Proficiency in leadership, people management, decision-making, and promoting diversity.
- Competence in conflict management and resolution.
- Exceptional communication and interpersonal aptitude.
- Dependable, characterized by unwavering integrity, a robust work ethic, and a strict dedication to confidentiality.
- The capability to perform effectively under pressure and manage stress.

**Remuneration and Benefits:**

- Salary is open to negotiation depending on qualifications, experience and prior work history.
- Full board accommodation in Uganda.
- A Motor vehicle for travel purposes within Uganda is part of the package.
- Further benefits will be deliberated with the chosen candidate.

**Reporting Line:**

- The position will be under the supervision of the Chief Executive Officer. The role may entail travel, extended working hours, and

assignments during weekends and public holidays as the situation demands.

**Submission of Application:**

- Qualified candidates can apply to [info@ugandacricket.com](mailto:info@ugandacricket.com) with a comprehensive CV, a copy of a valid passport, copies of qualifications, and at least two contactable references.
- We will maintain the utmost discretion in handling all applications.
- Candidates who are selected for consideration will be invited to participate in interviews and, if necessary, supplementary evaluations
- In the ultimate decision-making process, we will take UCA's employment equity goals into account, and we will establish a performance agreement with the selected candidate. UCA retains the right to refrain from making an appointment
- The application deadline for all submissions is 26<sup>th</sup> January, 2024. Only those candidates who are shortlisted will receive notifications. If you haven't received a response within 21 days following the closing date, please regard your application as unsuccessful.
- UCA upholds a strong commitment to fostering workforce diversity as an equal opportunity employer. This commitment includes individuals from all racial backgrounds, genders, and abilities within the realm of cricket administration. Appointments are made in accordance with UCA's dedication to employment equity.