

Western Province Cricket Association

wishes to appoint a



The Western Province Cricket Association, based at Newlands Cricket Ground, is known for its firm values of honesty and integrity, mutual respect and fairness, transformation, and professionalism and diligence. The Province epitomises excellence and dynamic leadership, striving for success both on and off the field.

The Association's Vision is to pursue the passion of and enhance the brand of "Champions"

The Western Province Cricket Association aims to reflect the spirit of the Vision Statement in every area of activity, whether it be: -

- The team to play for and support.
- The host of visiting teams and events.
- The stadium in which to compete and be entertained.
- The organisation to work for.

WPCA seeks to invite applicants for the post of Chief Executive Officer. The commencement date will ideally be August 2021 or as mutually agreed. The position will be on a fixed term contract of 3 years.

The suitable candidate would be considered based on the following criteria.

Overall objectives

To guide the overall direction of Western Province Cricket Association, its affiliates and its associated component structures.

Minimum requirements

- Business degree or related qualification
- Minimum 10 years' business experience, with at least 3 years in an executive position reporting to the Board in a R100m turnover business
- Proven track record in business development
- Good interpersonal relationships including HR experience
- Good understanding and experience of financial management
- Ability to lead teams
- Strong leadership capabilities
- Proven track record in business turnarounds strategies.
- South African Citizen

Understanding and love for the game of cricket, and property development or property management experience an added advantage

Key considerations

- the ability of the candidate
- the principle of equity
- the need to redress past injustices and
- the need for representivity

The successful candidate will report directly to the WPCA Board and its subsidiary and associated companies.

Key performance areas

- 1) **Devise an Overall Strategy for the WPCA and the entities controlled by it (for clarity WPPC, WCC and Propco)**
 - a. Work towards WPCA and its affiliates being regarded as the number 1 province in the country.
 - b. Property development completed successfully (to target and budget) & running a successful commercial mixed-use property precinct from 2021.
 - c. To keep the Board informed and up to date with all current developments.
 - d. Liaise with fellow shareholders on all subsidiary and related entities to ensure alignment in the management of the various entities
- 2) **Strategic Planning and Budgeting Process**
- 3) **Manage and Supervise Staff**
- 4) **Manage the stadium in a sustainable way**
 - a. Ensure that Newlands Cricket Ground remains a premier cricket ground in the world.
 - b. Ensure that the commercial development is run commercially viable.
- 5) **Governance Excellence**
 - a. To ensure compliance with CSA requirements of the Association.
 - a. Ensure compliance with financial regulations.
 - b. Ensure compliance with all policy and procedures both at cricketing and regulatory level, such as laws and regulations including SASREA, Liquor Laws, Companies Act, NPO, etc.
 - c. Ensure sound relations exist with all stakeholders including CSA, sponsors, clubs, associations, government departments, Sports Councils, and suite holders
- 6) **Financial Management and Control**
 - a. To ensure sound financial management in accordance with laws and regulations.
- 7) **Sponsorship and fundraising**
 - a. To maximise the sponsorship value of the Association, Our Brand and its infrastructure.
- 8) **Marketing and Sales**
 - a. Develop a plan to create public awareness of the WPCA, its subsidiaries and other related entities, and its goals
- 9) **Management of the Cricket Teams**
- 10) **Management of the WPCA and associated companies**

Suitably qualified candidates are invited to apply for the position by submitting such application together with a detailed CV, copy of SA ID, copies of qualifications and at least two contactable references to AmeenaS@cricket.co.za on or before **21 May 2021**.

In making the final selection, consideration will be given to the employment equity objectives of WPCA. A performance agreement shall be entered into with the successful applicant.

The top candidates will be asked to complete a psychometric assessment conducted by an external service provider.

Should you not be contacted within 30 days of the closing date, you may consider that your application is unsuccessful.

The right not to make an appointment is reserved.