



EXPRESSION OF INTEREST FOR POST OF (1) COACH, (2) ASSISTANT COACH, (3) PHYSICAL TRAINER FOR SUB-CENTRE OF MADHYA PRADESH CRICKET ASSOCIATION

(ISSUED FREE OF COST BY WAY OF WEBSITE DISPLAY ON 15.04.2021)

1. Madhya Pradesh Cricket Association ('MPCA') is a not-for-profit organisation - being a 'Society' registered under the MP Societies Registration Act 1973- and having its headquarter at Indore (Madhya Pradesh). MPCA is affiliated to the Board of Control for Cricket in India ('BCCI'). MPCA is predominantly engaged in promotion & development of cricket in Madhya Pradesh by conducting multi-faceted cricket activities like tournaments, coaching camps, and other activities for development of players.
2. MPCA operates 'Sub-Centre' at each of the 10 Divisional headquarters (i.e. at Indore, Bhopal, Ujjain, Hoshangabad, Jabalpur, Shahdol, Rewa, Gwalior, Sagar, Morena). A 'Sub-Centre' is a 'Coaching Hub' for selected players from the Division as per the selection criteria. To operate the 'Sub Centre' MPCA is required to engage cricket coach / asst. coach / physical trainer for each 'Sub-Centre' to handle the respective role.
3. On behalf of MPCA, the Cricket Committee of MPCA is responsible for such appointments. Therefore, the Cricket Committee, through the Hon. Secretary of MPCA, hereby invites 'Expression of Interest' from eligible candidates (for each post) for **tenure-based engagement / empanelment** under following norms –
 - 3.1 This document does not constitute an invitation to offer or an offer of the assignment but is merely for purpose of understanding the interest of aspiring candidates. Expressing interest does not constitute any contract or agreement of any kind whatsoever.
 - 3.2 Each post shall be a **'full-time' engagement** for upto 8-10 hours of daily work depending upon activity sessions.
 - 3.3 The selection of candidates shall be for a period of 2 years (i.e. closure of cricket season 2022-23) subject to periodical performance assessment.
 - 3.4 The desirous candidate for each of the three posts **SHOULD NOT BE WORKING** with any other establishment / institution etc. or self employed. The objective is to have a person who is available 24X7 and whose key activity shall be coaching / training etc.
 - 3.5 Apart from engagement of most suitable candidate, MPCA may empanel candidates for any other engagement for specific assignments as per the decision of MPCA. However, empanelling any candidate does not make it mandatory for MPCA to extend any appointment / contract during the period of empanelment.
 - 3.6 MPCA reserves the right to engage any candidate who is not a part of the panel at its sole discretion.
 - 3.7 The empanelment would not in any way mean that MPCA would be paying any retainership fee or any other form of monetary consideration to the empanelled candidates. The appointment of any candidate for any role shall be under a specific LOA/contract/agreement etc. Financial terms for such appointment shall be as per MPCA norms or under any other method as adopted by the relevant authority.
 - 3.8 MPCA is not bound to accept any or all the Expressions of Interest that are received. MPCA reserves the right to reject any or all Expressions of Interest received without assigning any reason.
 - 3.9 Selected candidate may have to work under / along-with the head coach / S & C coach of MPCA or any other person as directed by MPCA.



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- 3.10 The role requires dedication of quality time during off-season, practice sessions, pre-tournament and tournament phase. Hence, the candidate should consider this aspect before applying.
- 3.11 The remuneration shall be as per MPCA norms, which shall be discussed with the shortlisted candidates.
- 3.12 Preference shall be given to candidates who are residents of city of the respective sub-centre.
4. The eligibility / qualification of candidate for which 'Expression of Interest' is invited under this publication is listed at **ANNEXURE I**.
5. The candidates should 'Express' their 'Interest' for any single / multiple posts and choice of respective venue by submitting handwritten / printed application providing following minimum information.
- 5.1 Personal & Contact details :
- Full name,
 - Permanent address / temporary address (if any),
 - Date of birth,
 - Cell phone no., email id,
 - Present employment-profession, etc.
 - Recent, Passports size, Colour photograph
- 5.2 Expressing Interest for _____ role for _____ sub-centre (preference).
- 5.3 Details / Documents to demonstrate qualifications / experience / expertise relevant to the concerned post/role preferred.
- 5.4 Conflict of Interest declaration as per the **ANNEXURE II**
6. Such application should be signed by the candidate and all supporting documents/certificates should be in form of photocopy duly attested by the candidate (self attestation) and submitted to MPCA by email **as per following details**. The required documents should be scanned in a 'PDF' format and sent as **ONE ATTACHMENT** to the email.
- 6.1 Email id : cricom@mpcaonline.com
- 6.2 Last date / time for submission : **26th April 2021 by 4.00 p.m.**
7. Incomplete application would not be considered.
8. Only shortlisted candidates will be contacted for further procedure.

DATE OF ISSUE : 15.04.2021

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ANNEXURE I

MAIN COACH – MALE CANDIDATE ONLY

ASST. COACH – MALE / FEMALE CANDIDATE

S. No	Preferable qualification	Minimum qualification
1	<p>MALE CANDIDATE : Should have played (i.e. playing XI) - First Class or List A cricket.</p> <p>FEMALE CANDIDATE – Should have played (i.e. Playing XI) – Senior National Championship</p>	<p>MALE CANDIDATE : Should have played (i.e. playing XI) – a) Junior National Championship (multi-day format) for U-19 and above grade OR b) Senior Division Cricket (MULTI-DAY FORMAT) or equivalent</p> <p>FEMALE CANDIDATE : Should have played (i.e. playing XI) – a) Junior National Championship for U-19 and above grade OR b) Senior Division Cricket or equivalent</p>
2	Experience in Coaching a Divisional team / squad (or equivalent)	Experience in Coaching a Club/Academy of good repute on a regular basis.
3	Should have retired from competitive cricket atleast 3 years before (<i>playing for office / institution is allowed subject to such participation is not for any BCCI/State Association conducted tournament</i>)	Should have retired from competitive cricket atleast 3 years before (<i>playing for office / institution is allowed subject to such participation is not for any BCCI/State Association conducted tournament</i>)
4	Certification in Coaching	
5	Age : Between 25 to 70, Medically fit for on-field task	Age : Between 25 to 70, Medically fit for on-field task

Other points : Candidate should possess Effective communication & leadership skills, Computer literate (user of Word, Excel, PowerPoint, etc) Willingness to work for long hours including weekends / holiday and for a long duration.

PHYSICAL TRAINER – MALE / FEMALE CANDIDATE

S. No	Preferable qualification	Minimum qualification
1	Master's degree in Physical Education (M. P. Ed.) from reputed Institution / University. ASCA level 1 / ACE / UKSCA level 1 or higher certification would be advantageous.	Bachelor's degree in Physical Education (B. P. Ed.) from reputed Institution / University.
2	Post M.P. Ed. Experience of working as a Physical Trainer for Cricket / Other 'Team Sports' (like football / hockey etc) for min. 1 year (combined experience)	Post B.P. Ed. Experience of working as Physical Trainer for Cricket / Other Sports for min. 1 year (combined experience)
3	If a cricketer, should have retired from competitive cricket atleast 1 year before (<i>playing for office / institution is allowed subject to such participation is not for any BCCI/State Association conducted tournament</i>)	If a cricketer, should have retired from competitive cricket atleast 1 year before (<i>playing for office / institution is allowed subject to such participation is not for any BCCI/State Association conducted tournament</i>)
4	Age : Between 25 to 60, Medically fit for on-field task	Age : Between 25 to 60, Medically fit for on-field task

Other points : Candidate should possess Effective communication & leadership skills, Computer literate (user of Word, Excel, PowerPoint, etc) Willingness to work for long hours including weekends / holiday and for a long duration.

----- **END** -----



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UNDERTAKING / DECLARATION (template)

(CONFLICT OF INTEREST DECLARATION)

(as per provision no. 39A-2-B of MPCA constitution as amended on 15.9.2019)

(To be furnished by any candidate desirous to apply for any post with MPCA where such declaration is a binding condition as a part of application)

I, _____, having residence
at _____,

am desirous to apply for the empanelment of Coach for which MPCA has invited applications.

I hereby undertake that :

A) I do not have any conflict of interest as defined in the Constitution of MPCA (*provision no. 39A-2-A*) and/or the Constitution of Board of Control for Cricket in India i.e. BCCI (*provision no. 38-1*) as applicable to me in terms of the said conflict of interest provisions contained in the pertinent rules in force as on date.

OR

B) I have the following event (existing or potential) that may be deemed to cause a conflict of interest (*write NIL if there is no conflict*)

I undertake that I shall forthwith notify MPCA if there is any conflict of interest (as defined in the rules of MPCA / BCCI which is applicable to my case) during the period of my involvement with MPCA.

In addition to the above, I also state that I am not occupying more than one post at a single point of time (*Posts as defined in rule 39A-2-D of MPCA Constitution or Rule 38 (4) of the BCCI Constitution*).

This undertaking is given after scrupulous reading and understanding of the relevant provisions of the Constitution of MPCA / BCCI and shall continue to be effective till relevant provisions are in force.

Signature & Date



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Annexure to the Template of 'UNDERTAKING'

(i.e. Conflict Of Interest Declaration *as per provision no. 39A-2-B of MPCA constitution as amended on 15.9.2019*)

Only for the convenience of the declarant. It is in the interest of the declarant to check the relevant provisions of the MPCA / BCCI Constitution at the time of issuing the undertaking to avoid any errors / inadvertence.

PROVISIONS OF MPCA CONSTITUTION

39A-2-A : The provisions relating to conflict of interest in Rule 38(1) of the BCCI Constitution shall **mutatis mutandis** be applicable to the Association.

39A-2-B : Within a period of 15 days of taking any office under the Association, every individual shall disclose in writing to the Committee any existing or potential event that may be deemed to cause a conflict of interest, and the same shall be uploaded on the website of the Association. The failure to issue such a complete disclosure or any partial or total suppression thereof would render the individual open to disciplinary action which may include termination and removal from such office / post / role without benefits. It is clarified that a declaration does not lead to a presumption that in fact a questionable situation exists, but is merely for information and transparency.

39A-2-C : A conflict of interest may be either tractable or intractable :

- (i) Tractable conflicts are those that are resolvable or permissible or excusable through recusal of the individual concerned and/or with full disclosure of the interest involved.
- (ii) Intractable conflicts are those that cannot be resolved through disclosure and recusal, and would necessitate the removal of the individual from a post or position occupied so that the conflict can cease to exist.

39A-2-D : It is clarified that no individual may occupy more than one of the following posts at a single point of time except where prescribed under this Constitution:

- (i) Player (current), (ii) Selector/Member of cricket committee/sub-committee, (iii) Team official, (iv) Commentator, (v) Match official, (vi) Administrator/Office-bearer, (vii) Electoral officer, (viii) Ombudsman and ethics officer, (ix) Auditor, (x) Any person who is in governance, management or employment of a franchisee, (xi) Member of a standing committee, (xii) CEO and managers, (xiii) Office-bearer of an Institutional Member, (xiv) Service provider (legal, finance, etc.), (xv) Contractual entity (broadcast, security, contactor, etc.), (xvi) Owner of a cricket academy

As far as incumbents are concerned every disclosure mandated above may be made within 90 days of the effective date.

PROVISIONS OF BCCI CONSTITUTION

38 (1) : A conflict of interest may take any of the following forms as far as any individual associated with the BCCI is concerned :

- (i) Direct or indirect interest : When the BCCI, a Member, the IPL or a franchisee enter into contractual arrangements with entities in which the individual concerned or his/her relative, partner or close associate has an interest. This is to include cases where family members, partners or close associates are in positions that may, or may be seen to compromise an individual's participation, performance and discharge of roles.

Illustration 1: A is an Office Bearer of the BCCI when it enters into a broadcast contract with a company where A's son B is employed. A is hit by Direct Conflict of Interest.

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Illustration 2: C is a Member of the IPL Governing Council. The IPL enters into a contract with a new franchisee, the Managing Director of which is C's partner in an independent commercial venture. C is hit by Indirect Conflict of Interest.

Illustration 3: D is the Office Bearer of a State Association. D's wife E has shares in an IPL Franchisee which enters into a stadium contract with the State Association. D is hit by Indirect Conflict of Interest.

Illustration 4: F is President of the BCCI. His son-in-law is a Team Official of a Franchisee. F is hit by Conflict of Interest.

Illustration 5: G is an employee of the BCCI. His wife runs a catering agency that is engaged by the BCCI. G is hit by Conflict of Interest.

(ii) Roles Compromised : When the individual holds two separate or distinct post or position under the BCCI, a Member, the IPL or the franchisee, the functions of which would require the one to be beholden to the other, or in opposition thereof.

Illustration 1: A is the Coach of a team. He is also Coach of an IPL Franchisee. A is hit by Conflict of Interest.

Illustration 2: B is Secretary of the BCCI. He is also President of a State Association. B is hit by Conflict of Interest.

Illustrations 3: C is the Vice President of the BCCI. He is also President of a State Association and member of a Standing Committee. C is hit by Conflict of Interest.

Illustration 4: D is a Selector. He is also coach of an IPL franchisee. D is hit by Conflict of Interest.

(iii) Commercial conflicts : When the individual enters into endorsement contracts or other professional engagements with third parties, the discharge of which would compromise the individual's primary obligation to the game or allow for a perception that the purity of the game stands compromised.

Illustration 1: A runs a cricket academy. He is appointed as a selector. A is hit by Conflict of Interest.

Illustration 2: B is a BCCI commentator. He also runs a sports management company which contracts members of the team. B is hit by Conflict of Interest.

Illustration 3: C is a selector. He is contracted to write a column on a tour that the national team is on. C is hit by Conflict of Interest.

Illustration 4: D is a team captain. He is also co-owner of a sports management agency which is contracted to manage other team members. D is hit by Conflict of Interest.

Illustration 5: E is a member of the IPL Governing Council. He is engaged by a cricket broadcaster to act as an IPL commentator. E is hit by Conflict of Interest.

(iv) Prior relationship : When the individual has a direct or indirect independent commercial engagement with the vendor or service provider in the past, which is now to be engaged by or on behalf of the BCCI, it Member, the IPL or the franchisee.

Illustration 1: A is President of the BCCI. Prior to his taking office, he has been engaged professionally for his services by a firm B. After A becomes President, B is appointed as the official consultants of the BCCI. A is hit by Conflict of Interest.

Illustration 2: B is the Secretary of a State Association. Prior to his election, he ran a firm C, specializing in electronic boundary hoardings. Upon becoming Secretary, the contract for the Association's stadium hoardings is granted to C. B is hit by Conflict of Interest.

Illustration 3: D is the Commissioner of the IPL. Before he came into this office, he used to engage E as his auditor for his business. After becoming Commissioner, E is appointed as auditor to the IPL. D is hit by Conflict of Interest.

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Illustration 4: F is the Captain of an IPL team, and G is the team's manager. When F is made Captain of the national team, G is appointed as the national team's manager. F is hit by Conflict of Interest.

(v) Position of influence: When the individual occupies a post that calls for decisions of governance, management or selection to be made, and where a friend, relative or close affiliate is in the zone of consideration or subject to such decision – making, control or management. Also when the individual hold any stake, voting rights or power to influence the decisions of the Franchisee/club/team that participates in the commercial league(s) under BCCI.

Illustration 1: A is a selector. His son is in the zone of consideration for selection. A is hit by Conflict of Interest.

Illustration 2: B is the Secretary of a State Association. He also runs a cricket academy in the State. B is hit by Conflict of Interest.

Illustration 3: C is an umpire. His daughter D is a member of a team which is playing a match in which C officiates. C is hit by Conflict of Interest.

Illustration 4: E is the President of a State Association and his company F owns 12 cricket clubs in the State from which probables are selected for the State team. E is hit by Conflict of Interest.

EXPLANATION: The Illustrations which refer to a President / Secretary / Vice President may be read as illustrations referring to any other Office Bearer, and also to the members of the Apex Council, the Governing Council and the Committees.

38 (3) : A Conflict of Interest may be either Tractable or Intractable:

(a) Tractable conflicts are those that are resolvable or permissible or excusable through recusal of the individual concerned and/or with full disclosure of the interest involved.

(b) Intractable conflicts are those that cannot be resolved through disclosure and recusal, and would necessitate the removal of the individual from a post or position occupied so that the conflict can cease to exist.

Explanation: In Illustration 3 to Rule 38(l)(i), if the wife held 51% shares, the conflict will be treated as intractable. If the wife holds 3% shares, whether the conflict is tractable or intractable will have to be decided by the Ethics Officer on the facts of the case. If the wife holds only 100 shares out of 1 crore shares, a disclosure of the same may be sufficient.

38 (4) : It is clarified that no individual may occupy more than one of the following posts at a single point of time except where prescribed under these rules:

- (a) Player (current), (b) Selector/Member of cricket committee, (c) Team official, (d) Commentator, (e) Match official, (f) Administrator/Office-bearer, (g) Electoral officer, (h) Ombudsman & ethics officer, (i) Auditor, (j) Any person who is in governance, management or employment of a franchisee, (k) Member of a standing committee, (l) CEO and managers, (m) Office-bearer of a Member, (n) Service provider (legal, financial, etc.), (o) Contractual entity (broadcast, security, contractor, etc.), (p) Owner of a cricket academy

As far as incumbents are concerned, every disclosure mandated under sub-rule (3) may be made within 90 days of the effective date.

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