



## WICB Director's Meeting by Teleconference

Tuesday 11<sup>th</sup> January, 2011

---

### Selection & Recruitment Process – Team Manager Position:

- The position was advertised regionally in several major newspapers as well as on the [www.windiescricket.com](http://www.windiescricket.com) website. The closing date for applications was 10 September 2010.
- Approximately twenty six (26) applications were received; however, the quality of the applications received was not ideal.
- A Committee consisting of Mr. Anthony Howard – Director, Cricket, Ms. Nicole Antonio-Gadsdon – WICB HRD Committee Member/HR Consultant and Ms. Simone Davis – Senior Administrative Officer was appointed for Phase II (short-listing) of the process. The short-listing was done on 24 September, 2010 and the following candidates were selected for the telephone interviews:
  - Rodney McPherson
  - Anthony Del Jackman
  - Marlon Tucker
  - Colin Borde
- Phase III (telephone interviews) of the process was carried out on 3 December 2010. The Interview Panel consisted of Mr. Anthony Howard, Ms. Nicole Antonio-Gadsdon and Mr. Stephen Camacho (at the request of the Chair of the HRD Committee).

Following is a summary of the assessment of the candidates:

#### **Rodney McPherson:**

According to Mr. McPherson's resume, he has held a number of managerial positions particularly in the area of Finance but has had prior experience with managing teams for the Jamaica Football Federation. Based on the assessment however, Mr. McPherson seemed to lack professional vision and a clear understanding of the role of Team Manager. He required significant prompting with respect to the questions and his responses were vague and the examples/evidence of his role in projects or on the job currently and in the past were unconvincing.

Mr. McPherson was unable to demonstrate to the panel that he possessed the basic competencies to effectively function as Team Manager and seemed to lack the core behaviors necessary for the incumbent to successfully cope with the challenges inherent in the role.

**Anthony Del Jackman:**

Mr. Jackman is a trained psychologist. Generally, Mr. Jackman's responses to the questions relating to the organisation's core values and behaviours were clear and concise, if somewhat clinical.

He seemed most enthusiastic and comfortable within his area of expertise and there was some doubt concerning his ability to effectively manage the administrative aspect of the role. Further he appeared to lack the sincere dynamism for the role of Team Manager. It was however felt that his expertise in psychology could be used elsewhere in the organization.

**Marlon Tucker**

Mr. Tucker previously worked with the Jamaica Cricket Association. However, based on the interview it was ascertained that his role was mostly confined to junior level administrative functions. The seniority of the role of Team Manager proved too much of a stretch from his current level of experience and expertise. At this point in time he is too inexperienced to successfully execute all of the requirements of the role of Team Manager.

**Colin Borde**

Mr. Borde is no stranger to West Indies Cricket having previously served as a Member to the WICB's Marketing Committee and Manager of the Trinidad & Tobago Cricket Team.

Generally, Mr. Borde's approach was consistently overly familiar with Panel Members during the interview. His responses to the questions while very extensive lacked relevance, brevity and depth. He required a lot of probing to get to the specifics of what he actually did in a given situation or role. Throughout the interview, Mr. Borde spoke extensively on unrelated matters and disregarded interventions by Panel Members to get him back on track.

Having been involved in WI Cricket, he was able to offer a lot of "*sound bites*", opinions and clichés synonymous with WI Cricket, the Board, Players and Territorial Boards but without any relevance and credible evidence of how he meets the criteria of the role of Team Manager and is therefore the best candidate choice.

Of critical importance, his CV provided a good record of relevant work experience; however, under questioning he was unable to provide credible specific examples. He made reference to the successes of the Trinidad & Tobago Team but was very vague when probed for evidence relating to how and what action he took to positively influence the team's performance and success. When asked about his own accomplishments as Team Manager there was a lot of waffle and very little specific proof.

## **Conclusion**

The Interview Panel strongly felt that the candidates interviewed lacked the depth, practical experience and gravitas required for the position of Team Manager bearing in mind the additional factor of the internal and external scrutiny which will be brought to bear on the incumbent of this role. The need for the successful candidate to 'hit the ground running' and to make immediate positive impact and effective contribution was a consideration. Therefore, no suitable candidate was identified to be put forward for the face to face interview stage of the selection process.

The Panel recommended that the WICB undertake a headhunting exercise for the position.

## **Follow-up**

Since the report of the Committee, discussions have taken place with Mr. Richie Richardson who has regularly indicated his interest and desire to be involved in West Indies cricket in a managerial and/or coaching role.

Mr. Richardson is a former Captain of the West Indies team and is a certified coach. He possesses managerial experience as a self-employed businessperson.

Mr. Richardson will bring much needed international experience, knowledge of cricketing conditions in all test playing nations, understanding of the needs of players, an established managerial competence, and added coaching capability should the coach require such expertise.

## **Recommendation**

1. The Board is asked to approve the appointment of Richie Richardson as the Team Manager for the West Indies Cricket Team for a three (3) year period from the earliest available date.