

# KERALA CRICKET ASSOCIATION

(MEMBER, BOARD OF CONTROL FOR CRICKET IN INDIA)



KCA COMPLEX, T.C. 24/131(1)  
SASTHAMKOVIL ROAD, THYCAUD  
THIRUVANANTHAPURAM - 695 014

TELE & FAX : 0471 2326522  
E-MAIL : office@keralacricicket.in  
WEBSITE : www.keralacricicketassociation.com

## INVITATION FOR “EXPRESSION OF INTEREST”

### FOR POST OF - (1) STRENGTH & CONDITIONING COACH (a.k.a. TRAINER) and (2) PHYSIOTHERAPIST - FOR THE STATE CRICKET TEAM / OTHER ASSIGNMENTS OF KERALA CRICKET ASSOCIATION

1. Kerala Cricket Association ('KCA') is a not-for-profit organisation - being a 'Society' registered under the Travancore Cochin Literary, Scientific & Charitable Societies Registration Act and affiliated to the Board of Control for Cricket in India (BCCI), having its Office at KCA Complex, T/C 28/152, Sasthamkovil Road, Thycaud, Thiruvananthapuram 695014, Thiruvananthapuram District, Kerala State. KCA is predominantly engaged in promotion & development of cricket in Kerala by conducting multi-faceted cricket activities like tournaments, coaching camps and talent scouting and grooming activities etc. for development of players. KCA fields the cricket team representing State of Kerala in the National Cricket Championships conducted/organised by BCCI. To support such activities and participation in National Tournaments, KCA is required to engage different categories of Human Resources to handle the respective role.
2. On behalf of KCA, the Cricket Committee of KCA is responsible for such appointments. Therefore, the Cricket Committee, through the Hon. Secretary of KCA, hereby invites 'Expression of Interest' from eligible candidates (for each post as described above) for tenure-based empanelment under following norms –
  - 2.1 This document does not constitute an invitation to offer or an offer of the assignment but is merely for purpose of empanelling candidates.
  - 2.2 There shall not be any minimum or maximum number of candidates to be empanelled for any category.
  - 2.3 The empanelment shall be for a period upto 31.03.2026 (i.e. closure of cricket season 2025-26)
  - 2.4 Candidates shortlisted (empanelled) shall be eligible for engagement for specific assignments as per the decision of KCA. Such engagement shall be on cricket season basis and as per the KCA norms for monetary compensation and/or negotiations. However, empanelling any candidate does not make it mandatory for KCA to extend any appointment/contract during the period of empanelment.

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- 2.5 KCA reserves the right to engage any candidate who is not a part of the panel at its sole discretion.
  - 2.6 The empanelment would not in any way mean that KCA would be paying any retainership fee or any other form of monetary consideration to the empanelled candidates. The appointment for any candidate for any role shall be under a specific LOA/contract/agreement etc. Financial terms for such appointment shall be as per KCA norms or under any other method as adopted by the relevant authority.
  - 2.7 Expressing interest does not constitute any contract or agreement of any kind whatsoever.
  - 2.8 KCA is not bound to accept any or all the Expressions of Interest that are received. KCA reserves the right to reject any or all Expressions of Interest received without assigning any reason.
  - 2.9 Selected candidate may have to work under / along-with the designated authority as and when required.
  - 2.10 The role requires dedication of quality time during off-season, practice sessions, pre-tournament camps/matches and tournament phase. Hence, the candidate should consider this aspect before applying.
3. The eligibility of candidate for which '**Expression of Interest**' is invited under this publication is listed at **ANNEXURE I**.
  4. The categories of teams are as follows –  
  
Male: Senior, U-23, U-19, U-16, U-14  
Female: Senior, U-23, U-19, U-15  
  
*(However, in the event of any new team being selected, KCA shall take appropriate decision)*
  5. The candidates should 'Express' their 'Interest' for any single / multiple posts and choice of respective team by submitting handwritten / printed application providing following minimum information.
    - 5.1 Personal & Contact details:
      - i. Full name,
      - ii. Permanent address / temporary address (if any),
      - iii. Date of birth,
      - iv. Mobile phone no.,
      - v. Email ID,

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- vi. Educational Qualification,
- vii. Present employment-profession, etc.
- viii. Government issued valid identity card
- ix. Recent, colour, passport size photograph

5.2 Expressing Interest for \_\_\_\_\_ category / role for \_\_\_\_\_ team (preference).

5.3 Details / Documents to demonstrate academic qualifications / experience / expertise relevant to the concerned post/role preferred.

5.4 Conflict of Interest declaration as per the **ANNEXURE II**

5.5 Expected remuneration / professional fee -

- i. For assignment on 'per day Basis': Rs. \_\_\_\_\_ per day of engagement
- ii. For Annual Contract: Rs. \_\_\_\_\_ per annum

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 KCA either physically or by post or by way of an email as per following details. For submission by email, the required documents should be scanned in a 'PDF' format and sent as email.

6.1 Address for physical submission or by post: "**Hon. Secretary, Kerala Cricket Association, TC-24/131 (1), Thycaud P.O., Trivandrum, Kerala – 695014**" (Office Timing: 10.00 AM to 5.30 PM) (Contact No. 0471 2326522).

6.2 Email ID: [office@keralacricknet.in](mailto:office@keralacricknet.in)

6.3 Last date / time for submission: **30<sup>th</sup> July 2025 by 6.00 PM**

7. Incomplete application would not be considered.

8. Only shortlisted candidates will be contacted for further procedure.

**DATE OF ISSUE: 15.07.2025**

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## **ANNEXURE I – CATEGORY / ROLE: STRENGTH & CONDITIONING COACH (a.k.a. TRAINER)**

### **MEN'S TEAM: MALE CANDIDATE ONLY**

<b>S.N</b>	<b>Preferable Qualification</b>	<b>Minimum Qualification</b>
1	Bachelor's degree in Physical Education (B. P. Ed.) from reputed Institution / University. NCA Level-1 / ASCA level 1 or higher certification.	A qualification specializing in S&C and/or Sports Physiology/Science. NCA Level-1 / ASCA level 1 or Equivalent.
2	Post B.P. Ed. Experience of working as S & C with any State Cricket Association / NCA / IPL team for min. 3 years (combined experience)	Experience of working as S & C with State Cricket team OR any Team Game (football / hockey etc) OR Group of Athletes for min. 2 year. (combined experience)
3	Should be willing to work as a full-time professional through-out the year at any location as decided by KCA	Should be willing to work as a full-time professional from off-season till end of season – i.e. tentatively from May till March at any location as decided by KCA.
4	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> )
5	Age: Between 27 to 50, Medically fit for on-field task	Age: Between 27 to 50, Medically fit for on-field task

**Other points:** (1) Cricket rule in relation to one-person-one-post shall apply. In case of existing employment / occupation in cricket / other sport, appropriate disclosure should be made in the application. (2) Candidate should possess Effective communication & leadership skills, Computer literate (user of Word, Excel, PowerPoint, etc). (3) Willingness to work for long hours including weekends / holiday and for a long duration. (4) Committed availability for atleast 1 season.

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## WOMEN'S TEAM: FEMALE CANDIDATE ONLY

S.N	Preferable Qualification	Minimum Qualification
1	Bachelor's degree in Physical Education (B. P. Ed.) from reputed Institution / University. ASCA level 1 / NCA Level-1 or higher certification shall be added advantage.	A qualification specializing in S&C and/or Sports Physiology/Science. NCA Level-1 / ASCA level 1 or Equivalent.
2	Post B. P. Ed. Experience of working as S & C with any State Association/ NCA team for min. 3 year/season.	Experience of working as S & C with State Cricket team OR any Team Game (football / hockey etc) OR Group of Athletes for min. 2 year. (combined experience)
3	Should be willing to work as a full-time professional from off-season till end of season – i.e. tentatively from May till March at any location as decided by KCA.	Should be willing to work as a full-time professional from off-season till end of season – i.e. tentatively from May till March at any location as decided by KCA.
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## ANNEXURE I – CATEGORY / ROLE: PHYSIOTHERAPIST

### **MEN'S TEAM: MALE CANDIDATE ONLY**

S.N	Preferable Qualification	Minimum Qualification
1	Master's degree in Physiotherapy (M. PT.) from reputed Institution / University. (Specialization in Sports Physiotherapy, Orthopaedics, or Musculoskeletal)	Bachelor's degree in Physiotherapy (B. PT.) from reputed Institution / University.
2	Post M.PT. Experience of working as a physio with any State Cricket Association / NCA / IPL team for min. 5 years (combined experience)	Post B. PT. Experience of working as physio with Cricket team OR any Team Game (football / hockey etc) for min. 3 year. (combined experience)
3	Formal education about doping control system / practices in sports.	Knowledge about doping control system / practices in sports.
4	Should be willing to work as a full-time professional through-out the year at any location as decided by KCA	Should be willing to work as a full-time professional from off-season till end of season – i.e. tentatively from May till March at any location as decided by KCA.
5	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>
6	Age: Between 27 to 50, Medically fit for on-field task	Age: Between 27 to 50, Medically fit for on-field task

**Other points:** (1) Cricket rule in relation to one-person-one-post shall apply. In case of existing employment / occupation in cricket / other sport, appropriate disclosure should be made in the application. (2) Candidate should possess Effective communication & leadership skills, Computer literate (user of Word, Excel, PowerPoint, etc). (3) Willingness to work for long hours including weekends / holiday and for a long duration. (4) Committed availability for atleast 1 season.

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## WOMEN'S TEAM: FEMALE CANDIDATE ONLY

S. N	Preferable Qualification	Minimum Qualification
1	Master's degree in Physiotherapy (M. PT.) from reputed Institution / University. (Specialization in Sports Physiotherapy, Orthopaedics, or Musculoskeletal)	Bachelor's degree in Physiotherapy (B. PT.) from reputed Institution / University.
2	Post M.PT. Experience of working as a physio with any State Cricket Association / NCA / IPL team for min. 5 years (combined experience)	Post B. PT. Experience of working as physio with Cricket team OR any Team Game (football / hockey etc) for min. 3 year. (combined experience)
3	Formal education about doping control system / practices in sports	Working Knowledge about doping control system / practices in sports.
4	Should be willing to work as a full-time professional through-out the year at any location as decided by KCA	Should be willing to work as a full-time professional from off-season till end of season – i.e. tentatively from May till March at any location as decided by KCA.
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## ANNEXURE II - UNDERTAKING / DECLARATION (template)

(CONFLICT OF INTEREST DECLARATION)

(as per provision no. 38-2 of KCA constitution as amended on 09.08.2018)

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

I, \_\_\_\_\_ having residence  
at \_\_\_\_\_, am  
desirous to apply for the empanelment of \_\_\_\_\_ for which KCA has invited expression of interest.

I hereby undertake that:

A) I do not have any conflict of interest as defined in the Constitution of KCA (provision no. 38-1) 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 KCA if there is any conflict of interest (as defined in the rules of KCA / BCCI which is applicable to my case) during the period of my involvement with KCA.

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 38(4) of KCA 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 KCA / 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. 38-2 of KCA constitution as amended on 09.08.2018)

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

(Only for information and understanding. Following pages need not be attached to the undertaking / declaration as per previous page)

### **PROVISIONS OF KCA CONSTITUTION**

**38 (1):** A Conflict of Interest may take any of the following forms as far as any individual associated with the KCA is concerned:

- (i) Direct or Indirect Interest: When the KCA, a Member, the KPL 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 KCA 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.

Illustration 2: C is a Member of the KPL Governing Council. The KPL 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 KPL 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 KCA. 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 KCA. His wife runs a catering agency that is engaged by the KCA. G is hit by Conflict of Interest.

- (ii) Roles compromised: When the individual holds two separate or distinct posts or positions under the KCA, a Member, the KPL or the Franchisee, the functions of which would require the one to be beholden to the other, or in opposition thereof.

***KCA - Annexure to the Template of 'UNDERTAKING' / Pg 1 of 8***

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

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

Illustrations: C is the Vice President of the KCA. 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 KPL 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 KCA 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 KPL Governing Council. He is engaged by a cricket broadcaster to act as an KPL commentator. E is hit by Conflict of Interest.

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

Illustration 1: A is President of the KCA. 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 KCA. A is hit by Conflict of Interest.

*KCA - Annexure to the Template of 'UNDERTAKING' / Pg 2 of 8*

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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 KPL. 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 KPL. D is hit by Conflict of Interest.

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 holds any stake, voting rights or power to influence the decisions of a franchisee / club / team that participates in the commercial league(s) under KPL;

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.

***KCA - Annexure to the Template of 'UNDERTAKING' / Pg 3 of 8***

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**38 (2)** : Within a period of 15 days of taking any office under the KCA, every individual shall disclose in writing to the Apex Council 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 KCA. The failure to issue a complete disclosure, or any partial or total suppression thereof would render the individual open to disciplinary action which may include termination and removal 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.

**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(1)(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 & 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

**38 (5)** 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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## **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.

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 posts or positions 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.

*KCA - Annexure to the Template of 'UNDERTAKING' / Pg 5 of 8*

# KERALA CRICKET ASSOCIATION

(MEMBER, BOARD OF CONTROL FOR CRICKET IN INDIA)



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Illustrations: 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 KPL commentator. E is hit by Conflict of Interest.

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

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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.

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 holds any stake, voting rights or power to influence the decisions of a 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.

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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 & 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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