

# ZIFA | Notice

## CALL FOR APPLICATIONS: National Team Coaches – Youth & Junior (Men & Women)

The Zimbabwe Football Association (ZIFA) invites applications from suitably qualified, experienced and visionary coaches to fill technical positions within Zimbabwe's Men's and Women's National Teams across various youth and junior categories. The Association is seeking professional leaders committed to a merit-based, player-centred and high-performance philosophy aligned to the long-term strategic development of Zimbabwean football.

### Open Positions and Minimum Coaching Qualifications

Applications are invited for Head Coach and Assistant Coach positions in the following categories:

#### **U23 Boys and Girls National Teams**

Head Coach: CAF A Licence

Assistant Coach: CAF A Licence

#### **U20 Boys and Girls National Teams**

Head Coach: CAF A Licence

Assistant Coach: CAF B Licence

#### **U17 Boys and Girls National Teams**

Head Coach: CAF B Licence

Assistant Coach: CAF B Licence

#### **U15 Boys and Girls National Teams**

Head Coach: CAF B Licence

Assistant Coach: CAF B Licence

All qualifications must be valid and recognised by CAF and/or FIFA.

### Legal, Ethical and Health Requirements

Successful candidates must meet the highest standards of integrity and professionalism and must:

- Produce a valid International Police Clearance.
- Have no record of serious disciplinary or ethical violations.
- Comply fully with anti-doping and child protection regulations.
- Demonstrate physical and mental fitness to fulfil the demands of elite international football.
- Be fully available for national team assignments in accordance with the international calendar.
- Possession of a FIFA Safeguarding Certificate will be an added advantage.



**Address:** Block 4 Tendeseka Office Park, Eastlea, Harare, Zimbabwe  
**IG | X :** @online\_zifa **FB:** @Zimbabwe Football Association **WA:** ZIFA  
**Email:** media@zifa.co.zw **Website:** www.zifa.co.zw

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## Key Selection Criteria

### Experience

Proven track record coaching at elite or high-performance level, including professional leagues or national team structures.

### Technical Competence

Demonstrated tactical sophistication and adaptability. Evidence of innovation and the use of data-driven performance analysis. Proficiency in MS Word and MS PowerPoint for reporting and technical presentations.

### Player Development Orientation

Strong background in youth development and talent identification. Clear understanding of long-term athlete development models and pathway alignment.

### Leadership and Culture

Ability to inspire, motivate and discipline high-performing squads. Capacity to build cohesive, values-driven team environments.

### Communication and Representation

Professional media engagement skills and the ability to represent Zimbabwe with dignity, confidence and strategic clarity.

### Application Process

Interested candidates are required to submit:

- A cover letter clearly indicating the position applied for
- A detailed Curriculum Vitae
- Certified copies of coaching qualifications
- Valid International Police Clearance

Applications must be submitted electronically to [hr@zifa.co.zw](mailto:hr@zifa.co.zw) no later than **6 March 2026**.

### Recruitment Policy

ZIFA is an equal opportunity employer. All appointments will be made strictly on merit through a transparent and structured selection process. Shortlisted candidates may be required to attend interviews, deliver technical presentations and/or conduct practical coaching demonstrations as part of the assessment process.

### ***Issued by:***

***ZIFA Media & Communications Department***



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**Email:** [media@zifa.co.zw](mailto:media@zifa.co.zw) **Website:** [www.zifa.co.zw](http://www.zifa.co.zw)