



# Chief Executive Officer Candidate Pack



## An Introduction to Cricket Scotland

As the national governing body for cricket in Scotland – the Cricket Scotland (CS) organisation has a simple vision – to inspire Scotland to choose cricket.

The mission of the organisation is to promote, grow, support and govern Scottish cricket.

This mission can be split into two key deliverables. The first is to grow the overall health of Cricket in Scotland - best measured by the level of active participation in the game and the broadness of that participation across different skill levels, different genders, a range of age groups, and its inclusiveness across all parts of Scottish society.

Cricket has always had a reputation as a diverse and inclusive sport and building on this is a key area of focus for Cricket Scotland. Quite simply we need to do a better job of both developing and engendering the unique ability of Cricket to reach out and connect with communities across Scotland.

The second key deliverable is to develop high performance - both through the different teams that are proud to represent Scotland on an international basis, and within the regional structures and performance pathways that support and feed these teams.

Scotland is one of the most successful ICC (International Cricket Council) Associate Cricketing nations - with the Men, Women and Youth teams all achieving notable success on the international stage. We have a clear, long-term ambition to become a full member of the ICC – a status which we believe will accelerate the development of all aspects of the game in Scotland.

## Role Overview – Job Purpose

The main purpose of the CEO role is to lead the strategic development, inclusivity, operations and wider promotion of the game in Scotland.

This is done in conjunction with a talented senior leadership team who have specific responsibilities for participation, high performance and the central support functions such as commercial, operations and finance.

From a strategy and governance perspective the CEO reports to both the Cricket Scotland Board and the Cricket Scotland Council – the first of these being responsible for the business of Cricket and the Council for the overall health of the game (similar to Governors in a BBC context).

The CEO role works closely with both the Board and the Council and a number of key external stakeholders such as the ICC and [sportscotland](#) to deliver the Vision and Mission of the Cricket Scotland organisation.

<b>Job Title</b>	<b>CEO</b>	<b>Reports to:</b>	<b>Chair / Board</b>
<b>Budget Responsibility</b>	<b>Circa £2.4m</b>	<b>Direct Reports Indirect Reports</b>	<b>Circa 10 Circa 50</b>
<b>Employment Terms</b>	<b>Permanent</b>	<b>Salary</b>	<b>£75,000</b>
<b>Hours of Work</b>	<b>37.5 hours</b>	<b>Location</b>	<b>Edinburgh – Flexible Working</b>

## Key Responsibilities

- Envision, energise and enable the Cricket Scotland organisation to be successful. Ensure there is a high level of team effectiveness and engender a positive collaborative culture amongst all the different parts of the organisation.
- Working with the Cricket Scotland wider organisation, the Board, the Council and key stakeholders to develop and articulate an aligned Strategy that successfully delivers the vision and mission of Cricket Scotland. A strategy that successfully balances and prioritises the resources available to the organisation and which becomes a deliverable implementation plan with clear KPI's that can be used to measure progress and to take corrective action as required.
- Secure alignment and support for the plan from key stakeholders including the ICC, [sportscotland](#), Scottish cricket clubs and their members.
- A core part of the plan will be ensuring cricket in Scotland is inclusive and welcoming to all. The CEO will lead this welcome – showing that the organisation has a strong foundation in embracing equality, diversity and inclusivity.
- The CEO will ensure the organisation is financially robust – developing the income of Cricket Scotland through commercial sponsorship, strong stakeholder partnerships and through fundraising. The CEO will also be responsible for managing and mitigating Cricket Scotland's risk profile working closely with the Risk Committee.
- Finally, be an ambassador for Scottish cricket – living the values in the way you work and the way you lead the organisation - and embracing new media opportunities to inspire Scotland to “choose cricket”.

## Prospective Candidate Knowledge – Skills and Attitudes

- Strong interpersonal, people management and communication skills (with both internal and external stakeholders). The ability to truly listen, to be kind and to be empathetic.
- The ability to ensure both the equity and inclusion of all key groups is considered when making critical decisions. The ability to reach out to a diverse group of individuals and stakeholders to create a culture and environment where all are welcome within the cricketing community.
- Ability to co-create with the management team a clear sense of purpose and the strategic plan to ensure it is delivered. The ability to recognise when change is needed and to support others through that period of change.
- Clear evidence of senior leadership experience, a good understanding of finance and budgeting and of developing effective commercial partnerships. The ability to use data to both inform and support high quality decision making.
- The ability to be an ambassador for Cricket in Scotland – to communicate effectively by embracing new media trends.
- A detailed understanding of, or background in cricket is not a pre-requisite for the role – but you do need to understand why people are passionate about the game.



**Inclusive**  
**United**  
**Dynamic**  
**Determined**  
**Excellence**  
**Integrity**

- Above all the CEO must demonstrate through their actions, and champion throughout the organisation the Values of Cricket Scotland. As an organisation we recognise the challenges of consistently putting these words into action – collectively we both want and need to do a better job.
- We welcome applications from people of all backgrounds and communities to ensure that Cricket Scotland best represents those who are passionate about the game. We particularly encourage applications from disabled people and those from ethnically and culturally diverse communities – both of whom are currently under-represented within Cricket Scotland.
- The current strategy document of Cricket Scotland will be made available to all prospective candidates. However this is shared with the caveat that one of the key early responsibilities of the new CEO will be to lead the process to review this strategy – with the context of the points made above.

### CEO Recruitment Process

- If there are any questions about the role, the candidate pack or Cricket Scotland please don't hesitate to email Alison Craig at sportscotland on [alison.craig@sportscotland.org.uk](mailto:alison.craig@sportscotland.org.uk) who will arrange for a member of the Cricket Scotland Board or Council to be in touch.
- If you would like to discuss any reasonable adjustments or requirements during the process please just state this in your application or again contact Alison using the details above.
- To apply – please submit your CV and covering letter to [applicants@cricketscotland.com](mailto:applicants@cricketscotland.com) please note the firm closing date for applications is the 6<sup>th</sup> May – interviews will be w/c 23<sup>rd</sup> May.