



Independent Board Director Candidate Pack

CRICKET
SCOTLAND



An Introduction to Cricket Scotland

As the national governing body for cricket in Scotland – Cricket Scotland (CS) 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.

Ahead of the publication of “Changing the Boundaries” – the report into racism in Scottish Cricket - The Board of Cricket Scotland resigned. It is proposed that a new, smaller Board of three Independent Directors be established for the next two years, to see through the implementation of the main recommendations of the report and ensure the organisation is well placed to achieve its longer-term goals.

Role Overview – Job Purpose

Responsible to:	This role is Non-Executive and is accountable to the Chairperson
Remuneration:	This role is non-remunerated
Term:	Two years

The main purpose of the Non-Executive Directors’ role is to provide creative contribution, and independent oversight and challenge to the executive team at Cricket Scotland to help the team achieve its goals, as set out in the organisation’s strategy and business plan, and in particular its action plan emanating from the “Changing the Boundaries” report into racism in Scottish cricket. The senior leadership team is led by the CEO and is responsible for the day to day running of the business.

Key Responsibilities

- To play a key role as part of a small Board of Directors recruited to drive through cultural change in Cricket Scotland and support this change across the sport of cricket in Scotland, following the publication of “Changing the Boundaries”
- Contribute to the imminent governance review of Cricket Scotland and the sport of cricket in Scotland
- Contribute fully to the Board’s involvement in the strategic planning of the organisation and key decision making
- Act as project sponsor for various projects, bringing outside knowledge, experience and innovation to the organisation
- Contribute to a collective accountability to ensure implementation of all recommendations identified in the independent review into racism within cricket in Scotland
- Develop, in conjunction with the Chair and CEO, external relations with appropriate partners and represent Cricket Scotland at various meetings and events
- Contribute to Board agendas, provide enthusiastic debate and challenge, and share collective responsibility for the Board’s decisions
- Sit on, or Chair sub-committees of the Board as requested by the Chair
Help ensure CS complies with the standards of good corporate governance, including risk management and Audit and Remuneration responsibilities
- Act as a Director of CS in the organisation’s best interests in line with the Companies Act 2006

Time commitment

- Two days per month on average
- Board meetings – approximately 10 per year (midweek evening meetings, along with occasional weekend commitments)
- Representative meetings with key partners and other organisations as required

Other Duties

- This job description is a broad picture of the post at the date of preparation. It is not an exhaustive list of all possible duties, and it is recognised that jobs change and evolve over time. The post holder will be required to carry out any other duties to the equivalent level that are necessary to fulfil the requirements of the post. The job description should be reviewed annually to reflect the needs of the Cricket Scotland’s Strategic plan.



Inclusive
United
Dynamic
Determined
Excellence
Integrity

- Above all, the Directors 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 people of colour, and disabled people – who 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 Board will be to contribute to the process of developing a new strategy for the period 2023 to 2027.

Person Specification

Criteria / Attributes	Essential	Desirable
<p>Knowledge and Experience</p>	<ul style="list-style-type: none"> • Ability to work effectively as part of a team • Ability to develop strong, effective working relationships • Contribute to an open, welcoming, positive culture across the organisation • Ability to question, challenge and debate current thinking • Support the development and implementation of business plans with successful outcomes • Proven experience in strategic planning and delivery in a business or sporting environment • Sound financial acumen and understanding of financial statements • Knowledge of the current sporting and political landscape • Understanding and experience of corporate governance • Knowledge and understanding of Equality, Diversity and Inclusion practices and principles 	<ul style="list-style-type: none"> • Experience of working with volunteer committees • Lived experience relating to Equality, Diversity, and Inclusion • Ability to develop and maintain international relationships • Support and manage organisations through significant change
<p>Skills and Abilities</p>	<ul style="list-style-type: none"> • Ability to motivate, provide direction and influence • Excellent interpersonal and communication skills • Effective advocate for Cricket Scotland • Well-developed analytical, problem solving and decision-making skills 	

	<ul style="list-style-type: none"> • Ability to develop strong, effective working relationships with key partners • Strong leadership skills to inspire the team and members • Contribute to creation of a positive company culture • Embrace change and able to support employees/ volunteers to adapt to change • One new Director will ideally have a Legal and governance background • One new Director will ideally have a People and organisational culture or organisational change background 	
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Director Recruitment Process

- If there are any questions about the role, the candidate pack or Cricket Scotland please don't hesitate to either email sandy.hodge@sportscotland.org.uk or call **07814 533 316**.
- If you would like to discuss any reasonable adjustments or requirements during the process please just state this in your application or contact **Sandy Hodge** using the details above.
- To apply – please submit your CV and covering letter to: adele.boucher@sportscotland.org.uk
- The closing date for application is **Monday 31st August** – interviews will be w/c **12th September**.

