

ROLE

Chief Executive Officer

About Cricket Scotland

Cricket Scotland is the governing body for the sport in Scotland, with a wide-ranging responsibility from the community game to the international squads. With 17,000 people regularly playing the game in 130 clubs across the country, as well as global exposure at T20 and ODI World Cups, cricket is one of the highest profile sports in Scotland.



The organisation is in a transformative state, following the publishing of the 'Changing the Boundaries' Report in July 2022 that concluded that the organisation was institutionally racist. Since then, changes have been made to address the governance shortcomings, as well as thoroughly investigate a number of racism accusations made against individuals, that were raised to the CtB research team during their investigation.

While there is still work to do, the new CEO should inherit an operationally sound organisation, at a pivotal moment in its long history. While there has been significant pain and disruption, the need for change has created the ideal environment for a more fundamental look at the game in Scotland. We have commenced the largest ever consultation with the cricketing community to create a shared vision for the game, and to determine Cricket Scotland's role within it. The new strategy will be launched in late 2023, which will allow the new CEO to apply the finishing touches and then evolve Cricket Scotland to drive its implementation.

The organisation

Cricket Scotland is seeking a highly motivated and visionary candidate to fill the role of Chief Executive Officer (CEO). The primary responsibility of the CEO is to provide strategic leadership, foster inclusivity, manage operations, and promote the game of cricket in Scotland.

Working closely with the senior team members, the CEO will collaborate with key stakeholders to develop and implement strategies aligned with Cricket Scotland's vision and mission. Cricket Scotland is currently reviewing its Governance structures with a view to creating a single Board to replace the current two Board structure. Subject to this being completed, the CEO will report to this new single Board, and will ensure the organisation's success, manage external relationships, and uphold the values of Scottish cricket.

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The role:

Direction and Team Effectiveness

- Envision, energise, and enable the Cricket Scotland organisation for success.
- Foster a positive and collaborative culture among all departments and teams.
- Ensure a high level of team effectiveness throughout the organisation.

Strategic Planning and Implementation

- Work with the wider organisation, the Board, the Council, and key stakeholders to develop an aligned Strategy.
- Articulate the Strategy and create a deliverable implementation plan with clear Key Performance Indicators (KPIs) to measure progress and enable corrective action.
- Balance and prioritize available resources to support the organisation's goals.

Stakeholder Alignment and Support

- Secure alignment and support for the strategic plan from key stakeholders, including the International Cricket Council (ICC), sport Scotland, Scottish cricket clubs, and their members.
- Build strong relationships with external partners and stakeholders to promote the game and enhance Cricket Scotland's influence.

Inclusivity and Diversity

- Guide the organisation in promoting inclusivity, equality, diversity, and a welcoming environment for all participants.
- Demonstrate a commitment to embracing these values and ensure they are reflected in all aspects of Cricket Scotland's activities.

Financial Acumen and Risk Management

- Develop and enhance Cricket Scotland's financial sustainability through commercial sponsorships, stakeholder partnerships, and fundraising initiatives.
- Manage and mitigate risks by working closely with the Risk Committee to maintain a robust risk profile for the organisation.

Brand Ambassadorship

- Serve as an ambassador for Scottish cricket, embodying the organisation's values and directing by example.

The person:

- Proven experience in a senior leadership position, ideally within the sports industry or a comparable field.
- Strong strategic thinking and planning skills, with the ability to align resources and deliver measurable outcomes.
- Excellent communication, negotiation, and relationship-building skills to engage with diverse stakeholders.
- Demonstrated commitment to inclusivity, diversity, and equality in both direction and organisational practices.
- Proven track record of financial management, including fundraising, sponsorships, and risk mitigation.
- Knowledge of cricket and its governance structures would be advantageous.
- Passion for Scottish cricket and a desire to promote the sport within the community.

NOTE: This job description provides a general outline of the key responsibilities expected of the CEO role.

Please email Neil Edwards via:
Nedwards@mcbride-sport.com
for a full Candidate Pack or to arrange a confidential chat around the role.



Closing date for applications:

Monday 24th July