

ROLE

# Chair

## 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 Chairperson 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 Chairperson to apply the finishing touches and then evolve Cricket Scotland to drive its implementation.

## The organisation

Cricket Scotland is seeking a dynamic and experienced candidate to assume the role of Chairperson. The primary responsibility of the Chairperson is to oversee the Board of Directors in setting the strategic direction of Cricket Scotland and monitoring the performance of the organisation.

Working closely with the CEO and senior team members, the Chairperson will provide oversight of the CEO, who will be leading the implementation of the governance review, one of the major recommendations emanating from 'Changing the Boundaries'.

The Chairperson will also act as a key liaison with external stakeholders such as the International Cricket Council (ICC), sportscotland, and other partners.

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## The role:

### Board Direction and Team Management

- Provide Supervision and guidance to the Board of Directors, fostering a cohesive and productive team dynamic.
- Encourage the Board's involvement in strategic planning and key decision-making processes.
- Utilise the strengths of Board members to enhance overall effectiveness.

### Line Management and Governance Oversight

- Line manage the Chief Executive, including conducting annual performance reviews and maintaining a strong working relationship with the senior team.
- Ensure accountability and implementation of recommendations from the independent review into racism within cricket in Scotland.
- Act as a bridge between the Board and the CEO, overseeing the implementation of governance review initiatives.

### Board Meetings and Effectiveness

- Chair meetings of the Cricket Scotland Ltd (CSL) Board, including Annual General Meetings (AGMs) and Extraordinary General Meetings (EGMs).
- Conduct an annual review of Board effectiveness and ensure the appropriate mix of skills for effective governance.
- Collaborate with the CEO to develop meeting agendas and plans.

### Reporting and Communication

- Prepare and present reports to the membership at the AGM, providing updates on the organisation's performance and strategic initiatives.
- Act as a project sponsor for various initiatives, leveraging external knowledge and experience to drive innovation within the organisation.
- Plan for the continuous development of Cricket Scotland, including reviewing the long-term vision and strategy.

### External Relations and Compliance

- Develop and maintain external relationships with key partners, particularly the ICC, ICC Europe, the ECB (England and Wales Cricket Board), and sportscotland.
- Ensure Cricket Scotland complies with standards of good corporate governance, including risk management, and fulfil Audit and Remuneration responsibilities.
- Act as a Director of Cricket Scotland, working in the organisation's best interests in line with the Companies Act 2006.

## The role: (Continued)

### Representation and Networking

- Attend home international matches for both the women's and men's teams, representing Cricket Scotland at appropriate forums.
- Participate in wider network events within the Scottish sporting system, contributing to the growth and development of cricket in the country.

## The person:

- Demonstrated experience in a leadership role, preferably as a Chairperson or similar position.
- Strong understanding of strategic planning, governance, and decision-making processes.
- Excellent people management skills with the ability to inspire a diverse team.
- Knowledge of corporate governance and compliance standards.
- Experience in building and maintaining relationships with external stakeholders and partners.
- Understanding of the sports industry and passion for promoting cricket in Scotland.
- Effective communication skills with the ability to represent the organisation at various forums.

## Time commitments

- 2-3 days per month on average
- Board meetings – approximately six per year
- Annual AGM and any EGMs
- Other Board sub-committees, where required
- Representative meetings with key partners and other organisations as required

**NOTE:** This job description provides a general outline of the key responsibilities expected of the Chair 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 2023