

ROLE

Independent Non-Executive Director

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

The organisation

Cricket Scotland is seeking highly qualified and individuals to join the Board of Directors as Independent Non-Executive Directors (INEDs). The primary purpose of the INEDs is to provide creative contributions, independent oversight, and constructive challenge to the executive team at Cricket Scotland.

Working closely with the CEO and the Board, the INEDs will play a crucial role in achieving the organisation's goals, particularly in implementing the action plan resulting from the "Changing the Boundaries" report on racism in Scottish cricket. The INEDs will contribute to strategic planning, governance review, external relations, and overall cultural change within Scottish cricket.

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ROLE

Independent Non-Executive Director

Specialisms required include: **Finance/Audit** • **Legal/Governance** • **Elite Performance Sport/Cricket**

The role:

Drive Cultural Change and Governance Review

- Play a pivotal role in a small Board of Directors focused on driving cultural change within Cricket Scotland and across Scottish cricket.
- Contribute to the imminent governance review of Cricket Scotland and the sport of cricket in Scotland.

Strategic Planning and judgement

- Fully participate in the Board's involvement in strategic planning and key decision-making processes.
- Bring outside knowledge, experience, and innovative perspectives to the organisation by acting as a project sponsor for various initiatives.

Accountability and Implementation

- Share collective responsibility for implementing all recommendations identified in the review into racism within cricket in Scotland.
- Contribute to a collective sense of accountability within the Board to ensure successful implementation.

External Relations and Representation

- Develop external relationships with relevant partners and stakeholders in conjunction with the Chair and CEO.
- Represent Cricket Scotland at various meetings and events, contributing to the organisation's profile and impact.

Board Engagement and Oversight

- Contribute to the development of Board agendas, actively participate in enthusiastic debates, and provide constructive feedback and clear thinking.
- Share collective responsibility for the Board's judgement and outcomes.

Subcommittee Involvement

- Serve as a member or Chair of sub-committees as requested by the Chair, leveraging expertise and experience in specific areas.

Corporate Governance and Compliance

- Ensure Cricket Scotland complies with standards of good corporate governance, including risk management and fulfilling 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 person:

- Specialisms required include:

Finance/Audit;

Legal/Governance; and

Elite Performance Sport/Cricket

- Board level experience.
- Excellent understanding of strategic planning and options appraisal processes.
- Strong project management skills, with the ability to bring innovative ideas and external perspectives.
- Demonstrated commitment to equality, diversity, and inclusion.
- Knowledge of corporate governance and experience in compliance.
- Excellent communication and interpersonal skills, with the ability to build relationships with stakeholders.
- Understanding of the sports industry, particularly cricket, would be advantageous.
- Ability to contribute effectively as part of a diverse and collaborative Board.

Time commitments

- 2 days per month on average
- Board meetings – approximately six per year
- Annual AGM and any EGMs
- 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 INED 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 31st July 2023