



Appointment of
**Four New Board
Directors**

September 2024

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About the Organisation

Herefordshire Cricket is the local governing body for the game. Together our team of professional officers and volunteers strive to lead cricket locally.

We aim to be recognised as the leading gender-neutral sport across the whole County, offering opportunities for inclusive participation for any level of ability through work with Clubs, Schools and Community Bodies.

Herefordshire Cricket is responsible for the day-to-day running of the business of cricket and its member organisations are responsible for delivering their elements of the Countywide plan under the County Partnership Agreement with the England and Wales Cricket Board (ECB) plan. Herefordshire Cricket Ltd, along with the Professional Staff and countless volunteers, are responsible for delivering the success of the plan, which concludes in 2024. The organization has recently undergone an external review and reset which has resulted in significant changes in working practices.

Herefordshire Cricket and its various partner groups cover the broadest spectrum of cricketing activity including:

Anti-Discrimination

Herefordshire Cricket stands against discrimination in all its forms and is committed to ensuring that cricket is a game for everyone. If you have experienced or witnessed discrimination you can report it through the ECB's website: Report Discrimination. Any reports will then be triaged by the ECB and investigated by the relevant Body.



Schools Cricket

Herefordshire Cricket aims to provide opportunities for schoolchildren to enjoy the many health and social benefits that cricket promotes. This is mainly achieved by the delivery of high-quality coaching and upskilling of teachers through the Cricket Foundation's Chance to Shine programme. Herefordshire Cricket also provide these children with opportunities to compete within hard and softball competitions. By providing quality entry routes to the game, Herefordshire Cricket aim to encourage children to start their cricketing voyage by becoming members of their local cricket clubs.

Club Development

Herefordshire Cricket aim to support all affiliated clubs by offering a number of packages which cater to their needs. This will be prioritised through clubs who attend our Club Support Group meetings and the Worcestershire County League Programme in which all of our clubs compete as part of the former Marches League Programme.

Workforce

The workforce of cricket within Herefordshire includes coaches, umpires, scorers, ground care managers, volunteers and administrators of many of our clubs and partner groups. We aim to deliver high quality courses which cater for the demands of the workforce, aiming to provide opportunities to upskill in order to best serve the cricketers of Herefordshire.



About the Board

The primary role of the Directors of the Herefordshire Cricket Limited (HCL) is to promote and develop the game of cricket at all levels and in all situations within the recreational game and to provide governance support via a ‘check and challenge’ approach, primarily through bi-monthly Board meetings and bi-monthly Operational Group Meetings scheduled in alternative months of the year.

The Directors also promote and implement the Herefordshire Cricket Countywide Plan, within the context of the current ECB Strategy Inspiring Generations and the County Partnership Agreement (CPA).

The HCL Directors’ key purpose is to ensure the company’s prosperity by collectively directing the company’s affairs, whilst meeting the appropriate interests of its members and stakeholders, including its funding partners. In addition to business and financial issues, the Directors must deal with challenges and issues relating to corporate governance, corporate social responsibility, and corporate ethics.

Board meetings are held bi-monthly so that Directors can discharge their responsibility to control the company’s overall situation, strategy and policy, and to monitor the exercise of any delegated authority, and so that individual Directors can report on their particular areas of responsibility.

The Board of Directors at Herefordshire Cricket is currently comprised of the following roles:

- Chair
- Finance Director
- Grounds Director
- Club Director
- Equality, Diversity and Inclusion Director (Vacant)
- Women and Girls Director
- Schools Director (Vacant)
- Community Programmes Director (Vacant)
- Pathway and Performance Director
- Safeguarding Director
- Sponsorship and Marketing
- Legal and HR Director (Vacant)
- Secretariat is provided by a FT member of staff to the Directors.



The Roles

To help us achieve our ambitions, we are seeking to recruit four new Directors to join the Board:

- **Equality, Diversity and Inclusion Director**
- **Schools Director**
- **Community Programmes Director**
- **Legal and HR Director**

The priority for recruiting these new Board Directors is to appoint individuals with the passion, skills and experience to meet the needs of existing cricket communities, tackling barriers to participation to attract new people and communities towards the game, and creating an inclusive environment.

As an independent Board Member, you will provide objective input into the Board decision-making process. You will help to define, protect and champion the vision, mission, values and reputation of the organisation and uphold Herefordshire Cricket's values with regards to diversity and inclusion. You will also ensure that the Board's decisions take full consideration of the environment that it operates in and that those decisions are made in the best interest of the organisation.

There are bi-monthly meetings with some engagements and other inputs required. We recognise and respect that the time you will be giving up is precious, so we will always aim to be flexible and schedule meetings for times that best suit the Board jointly wherever possible. Whilst we aim to use your time sparingly, please take a moment to consider the information fully. We ask that you give your ability to commit to the role serious consideration to fulfil your obligations to this role.

What can you expect to get out of it?

We all know that leading an active lifestyle through a sport such as cricket or other physical activity helps to improve people's health and wellbeing. However, it also contributes to social cohesion and community safety, regeneration, lifelong learning, career opportunities and economic growth.

You will be at the heart of developing and expanding recreational cricket and taking particularly young people on that crucial journey of developing a life-long sporting habit. You will be responsible for supporting those already committed to sport activity in achieving their personal best. In the process of making that difference you will have the opportunity to enhance your career, grow your network, and/or make a valuable contribution in retirement.



Person Specification

As mentioned above we are seeking four Board Directors with relevant expertise to join our Board for a three-year term during this exciting and transformational time in cricket. We welcome all applications, particularly those from individuals who can evidence experience in the following areas:

- **Equality, Diversity and Inclusion**
- **Community Programmes Director**
- **Legal and HR Director**
- **Schools Director**

We are looking for individuals with:

- A strong personal commitment to the vision, mission and values of Herefordshire Cricket.
- A collegiate, collaborative and constructive approach.
- People-management sensitivities, capable of managing relations with, and inspiring a diverse range of stakeholders.
- The ability to work as part of a team, to build constructive relationships and understand the power of partnerships.

- Constructively check, challenge and support the development of Herefordshire Cricket's strategy.
- Financial literacy.
- A passion for enhancing diversity in the game and championing our goals to widen participation.
- The willingness to act as "ambassadors" within the community, both for cricket in general and the county Board.
- An understanding of and commitment to equal opportunity and diversity.
- Prior knowledge and appreciation of contemporary governance, with a good understanding of the codes and standards which have been established across many aspects, OR an appetite to learn in this regard.

Previous board experience is not essential (but desirable), nor is it necessary to be directly involved in cricket, although a willingness to get to know the sport and a commitment to enable our vision is.



Role Responsibilities

Directors will provide expertise, challenge and guidance to the Board and professional officers to support the ambitions and strategy of Herefordshire Cricket.

Working with the Board Chair and fellow Board Members to:

1. Act as a Trustee of the sport of cricket, sustaining and developing it for current members and protecting it for future generations.
2. Monitor progress annually against agreed goals and objectives.
3. Review the core values of the vision as and when relevant.
4. Monitor performance, financial expenditure, risk and resource allocation against the strategic plan.
5. Ensure the maintenance of sound finances.
6. Build effective relationships with external partners as required by the Board.
7. Undertake training as appropriate and participate in an annual board evaluation process and individual evaluation.
8. Attend Herefordshire events and meetings as appropriate and act as hosts to partners, sponsors and other stakeholders as required.

Time Commitment

There is an overall anticipated time commitment of 12-15 days per annum although this can vary. This would include attendance and preparation for:

- Bi- Monthly Board meetings. Bi-monthly Operational Group meetings
- Attendance at other meetings/ events/ fixtures (diary permitting).
- Regular contact with the Chair and General Manager - Operations of HCL as well as fellow Directors and Staff.

Term Office

Maximum of three terms of three years.

Location

Herefordshire Cricket Centre, Bredon Drive, Pentland Gardens, Hereford HR4 0TN.

Remuneration

This is a non-salaried position. Travel and other reasonable expenses can be reimbursed.



How to apply

Herefordshire Cricket is fully committed to the principles of equality of opportunity in cricket. We recognise the enhanced creativity, performance and legitimacy of an organisation that is more representative and are actively striving to realise these benefits at Board level and beyond. We welcome all applications, particularly those from individuals from under-represented ethnic backgrounds, the LGBTQ+ community and those with disabilities.

For further details, including the job description, and information on how to apply, please email **Kirsty Sockett** kirstysockett@herefordshirecricketltd.co.uk.

Candidates wishing to apply should submit a CV (including comprehensive details of key achievements and responsibilities) along with a covering letter which fully addresses the competencies outlined in the role description and person specification.

The closing date for applications is **30th September 2024**.

Accessibility

For a conversation in confidence about the roles, please contact Richard Prime 07984 954080 Chair of the Herefordshire Cricket Ltd Board or Richard Cox General Manager 07770 728411

Should you require access to these documents in alternative formats, please contact Kirsty Sockett on kirstysockett@herefordshirecricketltd.co.uk.

Inclusion

Herefordshire Cricket Ltd believes that excellence will be achieved through recognising the value of every individual. A broad range of perspectives, backgrounds and opinions amongst our global community of colleagues is crucial in maintaining our culture of openness, intellectual curiosity, and creativity. We take an active role in supporting under-represented communities and groups in becoming better and more fairly represented in the leadership of all organisations. We also know that diverse and inclusive teams have a positive impact on our ability to identify, engage and secure candidates from these groups.

Data Protection and Privacy

Protecting your personal data is of the utmost importance to Herefordshire Cricket Ltd and we take this responsibility very seriously. Any information is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database.

[HCL Privacy Policy](#)



Herefordshire Cricket

