



Gloucestershire County Cricket Club
Seat Unique Stadium
Nevil Road
Bristol, BS7 9EJ
Tel: 0117 910 8000
Email: info@glosccc.co.uk
Website: gloscricket.co.uk
Patron: The Earl Bathurst

Gloucestershire County Cricket Club Board Member

Roles, Responsibilities and Skills

Gloucestershire County Cricket Club (GCCC) is an organisation whose primary purpose is to promote and foster cricket within the county, principally by the maintenance of a First Class cricket team playing in first class surroundings.

It is also, however, a SME with a multi-million pound turnover. As such, it needs strong day-to-day executive management by a paid staff, both cricket and administration based, together with an unpaid Board of Non-Executive Directors charged with agreeing policy and strategic aims, overseeing that these are met and ensuring that the Club benefits from the very best Governance.

The Club Constitution and Rules currently defines three specific roles within the Board of Directors and these are Chair, Deputy Chair and Honorary Treasurer.

Cricket is facing an existential crisis. The finances of the game are very stretched, it is facing strong competition from other sports and a potential diminution of media rights money. This money is key to the survival of many First Class Counties, including Gloucestershire CCC.

The Board, which is directly elected by the Members, plays a vital part in the running of the Club and within its makeup there needs to be a broad range of skills.

The need for a strong, effective, skills based Board has never been more vital. The focus at the Board is primarily on the business aspects of running a successful SME within the community. Cricketing matters are discussed but they are secondary to the financial imperatives of ensuring that the business continues to be a healthy "going concern".

Delivering improved Governance is also a key priority. The Board also needs to absolutely reflect the principles of Equality, Equity, Diversity and Inclusion, to ensure it benefits both from a diversity of thought and experience.

Candidates for the Board should also have deep experience in one or more of the following areas; governance, legal, financial, property management, strategic planning, commercial, digital, community, marketing, press and PR, welfare and safeguarding or cricket matters.

The willingness to act as "Ambassadors" within the community, both for cricket in general and GCCC in particular should also be a pre-requisite and those who have experience of running or contributing to community based organisations could have much to offer here.

The Board will undergo an annual skills evaluation and where these skills are not apparent in elected Members, the Board has the ability to co-opt suitably qualified professionals who must be Members of the Club.



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Roles, Responsibilities and Skills – cont.

When vacancies arise on the Board it is the right of any Member - properly proposed and seconded - to stand for election. The Board has decided that any candidate who wishes to stand, will then be interviewed by a Nominations Committee, to ensure that they understand the fiduciary duties of being a director and have an opportunity to explain the particular skills and experience they could bring to the Board.

The Nominations Committee will be made up of the Chair and two of the Appointed Directors. Their role is to ensure all of those standing for election understand the role and the expectations on them should they be successful.

Following the annual election, the Board will fill any specific gaps by co-option.

The commitments required from Executive Board Members currently consist of:

- Attend at least six full Board Meetings per annum (or more regularly as required by the needs of the business). Meetings are traditionally held during the day within the working week (because of the required attendance of GCCC staff and other consultants/professionals).
- Attend relevant board development and strategy sessions. On average there are four a year.
- Prepare for Board Meetings by reading reports and other papers.
- Being regularly consulted on a variety of matters outside of meetings including conference/video calls.
- Being required to treat all Board business as strictly confidential.

It is important to be aware that they receive no benefits for what is a very heavy workload.

GCCC, in all its activities, is fully committed to the principles of equality of opportunity in cricket, and to ensuring that its employees, members and all other individuals working or volunteering for GCCC and participating in or watching GCCC's activities are treated fairly and are able to conduct their activities free from discrimination, harassment or intimidation.

GCCC in all its activities will not discriminate, or in any way treat anyone less favourably on the grounds of age, gender, disability, race, parental or marital status, pregnancy, religion or belief or sexual orientation.