



Appointment of
**Chair of
the Board**
June 2024



AMERICAS ASIA PACIFIC EMEA

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About Us

Gloucestershire County Cricket Club (GCCC) is one of the 18 professional county cricket clubs in England and Wales. Established more than 150 years ago, in 1870 in Bristol, the Club is responsible for cricket's growth and development at all levels in the county of Gloucestershire – from the grassroots through to the elite, professional game.

The Club is now entering a new era with a mission to develop a culture of cricketing excellence from the grassroots of the game to the professional elite. Sitting at the heart of our communities, we aim to provide inspirational facilities, become an innovative environmental force for good and create lifelong positive memories for everyone we come into contact with.

Our Purpose is to: "Inspire and connect our community through cricket"; our Vision is to "Set the standard of a thriving, progressive cricket club." Furthermore, the Club has identity pillars which we exhibit and live by, and which we will champion across the game:

- We shape the future;
- We do the right thing;
- We are stronger together;
- We find a way.



About the Board

The Club Constitution and Rules currently defines three specific roles within the Board of Directors, and these are Chair, Deputy Chair and Honorary Treasurer. The Board, half of which is directly elected by the members – the other half being co-opted – possesses a broad range of skills, and collectively plays a vital part in the running of the Club.

The Board is currently structured as follows:

- Steve Nelson – Acting Chair
- Nick Bryan – Honorary Treasurer
- Sally Cordwell – Co-opted Member
- Asif Rehmanwala – Co-opted Member
- Professor Adeela Ahmed Shafi MBE – Co-opted Member
- Kathryn Davis - Co-opted Member
- Richard Foley – Elected Member
- David Anthony Graveney OBE - Elected Member
- Matthew Windows - Elected Member
- Mark Brunt - Elected Member
- Rebecca Watkins – Elected Member

More information about each Board member can be found [here](#).



The Role

GCCC seeks to identify and appoint a new Chair to join and lead our board through a period of great change and evolution at both the Club level and across the wider cricket landscape.

As Chair, you will help to define, drive, inspire, and champion the vision, mission, values, and reputation of GCCC, ensuring board level decisions are firmly rooted in consideration of the environment that the Club operates in, and that they are made in accordance with our long-term ambitions. You will play an important role in further cultivating recreational and performance cricket, as well as supporting our wider communities in creative, impactful ways. Additionally, you will represent the County on the England and Wales Cricket Board (ECB) and other national groups.

Purpose

- Be at the heart of developing the Club's strategic objectives and strive for continuous improvement across all areas of the Club.
- Manage the Board and provide effective leadership.
- Be the public face of the Gloucestershire Cricket Board.
- Ensure that the Board and Executive are adhering to their duties under the Club's constitution, and making decisions which are in the best interest of Gloucestershire Cricket.
- Facilitate and Chair meetings of the Board and Executive, and communicate key and relevant information to the Board regularly.
- Ensure that there is transparency and accountability in decision making.
- Represent the County to the ECB and other national groups and attend meetings with members and stakeholders when required.
- Support and mentor the Club's CEO and Finance Director in their duties.
- Extend the network, influence, and resources of Gloucestershire Cricket.
- Establish and maintain a high performing Board.

The Role

Main Duties of the Chair

- Maximise the skills of all Board Members.
- Responsibility for providing effective leadership to the Board.
- To be the leading advocate for Gloucestershire Cricket across the region and wider networks.
- Manage the Board, agree the agenda, chair meetings, lead and facilitate agreement, negotiate, and influence agreed outcomes, make statements to member agencies, confirm decisions, and help communicate policy.
- Inspire Gloucestershire Cricket Board members and encourage them to use their influence and expertise for the advancement of sport in the county.
- Advocate strategy and impact to stakeholders and partners as appropriate.

- Ensure the Executive team are supported in their duties.

Time Commitment: To chair a minimum of 6 in-person full Board meetings per year, plus the Club's AGM. Weekly meetings with the senior management and mentor sessions with the CEO, plus ad-hoc meetings with members and stakeholders, as required.

Term of Office: Two three-year periods with the option to extend, subject to agreement.

Location: Meetings would mostly likely be at the Seat Unique Stadium in Bristol and Cheltenham Cricket festival which takes place for 2 weeks in July at Cheltenham College. Plus remote working and online meetings.

Remuneration: Voluntary (plus reasonable expenses).





Person Specification

This is an exciting opportunity for an experienced and innovative leader to drive progress forward as Gloucestershire Cricket continues to grow, develop, and broaden its scope. The successful candidate will share our values and commitment and be equipped with the necessary skills to help take forward our vision and reach our strategic goals.

Essential Experience

- Extensive commercial and financial experience to be able to make informed decisions.
- Experienced in Senior Leadership, business planning and strategy.
- Excellent understanding of the culture, finances and structure of County Cricket.
- Skills and experience in change management.
- Understanding of confidentiality and information governance.
- Prior knowledge and appreciation of contemporary governance, with a good understanding of the codes and standards which have been established across many aspects.
- Ability to be proactive, set and work towards shared objectives.
- Able to commit to the time required to complete the required tasks.
- Proven ability to build and maintain excellent relationships at all levels with a wide range of internal and external stakeholders.

Person Specification

Knowledge, Understanding, and Skills

- A passion for cricket and knowledge of the sport sector.
- Strong financial and commercial knowledge.
- Understanding of or willingness to learn the local, regional, and national government policy and networks relating to cricket.
- Understanding of attributes for successful partnership working.
- Ability to build constructive relationships.
- Ability to motivate and inspire a team and provide constructive feedback and challenge when required.
- Understanding of organisational development and planning for business growth.

- Skilled communicator with the ability to confidently present ideas and arguments to a variety of internal and external stakeholders, and negotiate convincingly.
- Ability and willingness to act as an advocate for cricket and sport to a broad audience.
- Understanding and commitment to equal opportunities and valuing diversity.

Personal Qualities

- Commands Public respect.
- Independence.
- Influence and personal acumen.
- Objectivity.
- Discretion.
- Well-connected (networks of influence).





How to Apply

For further details, including the job description, person specification, and information on how to apply, please visit <https://candidates.perrettlaver.com/vacancies> quoting reference number **7393**.

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 **9:00am (BST) on Monday 22nd July 2024**.

Gloucestershire Cricket will be supported in this appointment by executive search firm Perrett Laver. Any initial enquiries should be directed to Joe Blanch at joe.blanch@perrettlaver.com or +44 (0)20 7340 6258.

Accessibility

Should you require access to these documents in alternative formats, please contact Laura Vargas on laura.vargas@perrettlaver.com.

If you have comments that would support us to improve access to documentation, or our application processes more generally, please do not hesitate to contact us via accessibility@perrettlaver.com.

Inclusion

Perrett Laver 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.

Our commitment to inclusion across race, gender, age, religion, sexual orientation, identity, and experience drives us every day – for clients, for candidate identification and in the recruitment, development and retention of colleagues.

To ensure inclusion on the basis of age, disability, ethnic or national origin, family circumstance, gender, gender identity, marital status, nationality, political or religious beliefs, race, socioeconomic background, sexual orientation, we would like to specifically invite applications from under-represented groups.

Data Protection and Privacy

Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions 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 and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

As defined under the General Data Protection Regulation (GDPR) Perrett Laver is a Data Controller and a Data Processor, and our legal basis for processing your personal data is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website: <http://www.perrettlaver.com/information/privacy/>.





AMERICAS ASIA PACIFIC EMEA

One Embassy Gardens
8 Viaduct Gardens
London
SW11 7BW
UK

T: +44 (0)20 7340 6200