

**APPOINTMENT OF CHIEF EXECUTIVE OFFICER**  
JUNE 2025

HOME OF THE FOXES



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# ABOUT OUR CLUB

LEICESTERSHIRE COUNTY CRICKET CLUB (LCCC) IS ONE OF 18 FIRST-CLASS COUNTIES IN THE DOMESTIC STRUCTURE OF ENGLAND AND WALES. WITH A PROUD HERITAGE, A LOYAL SUPPORTER BASE, AND AN AMBITION TO INSPIRE THROUGH CRICKET, WE ARE MORE THAN A CLUB—WE ARE A COMMUNITY HUB, A CATALYST FOR SPORTING EXCELLENCE, AND A DESTINATION FOR INCLUSIVE EVENTS.

OUR FUTURE IS BEING SHAPED BY INNOVATION ON AND OFF THE FIELD. WHILE CRICKET REMAINS AT THE HEART OF EVERYTHING WE DO, OUR COMMERCIAL OPERATIONS—including HOSPITALITY, CONFERENCING, AND NON-CRICKET EVENTS—are CRITICAL TO OUR LONG-TERM SUCCESS. WE NOW SEEK A VISIONARY AND COMMERCIAL ASTUTE CHIEF EXECUTIVE OFFICER TO LEAD US INTO OUR NEXT PHASE OF GROWTH AND TRANSFORMATION.

## OUR VALUES

- COURAGE:** WE ARE BOLD IN OUR APPROACH. WE ARE PUSHING BOUNDARIES OF WHAT IT MEANS TO BE A MODERN UK COUNTY CLUB. WE TAKE RISKS WHERE NEEDED TO DRIVE THE CLUB FORWARD. WE WILL ONLY LEARN FROM BEING COURAGEOUS AND BY LEARNING ALONG THE WAY.
- FAMILY:** THIS IS OUR COMMUNITY. CELEBRATING DIVERSITY OF REGION. FOXES FAMILY AT THE HEART. ENGAGING WITH THE COMMUNITY THROUGH THE FOUNDATION AND OUR COMMUNITY TEAM. WE ARE NOTHING WITHOUT THE PEOPLE OF LEICESTERSHIRE.
- INSPIRE:** RICH HISTORY OF DEVELOPING YOUNG PLAYERS INTO INTERNATIONAL STARS. CONTINUING THIS WITH THE ACADEMY OF CRICKET. COVERS ALL AREAS OF THE CLUB AS WE DRIVE FORWARD. WE AIM TO INSPIRE THE NEXT GENERATION.
- RESPECT:** TRANSPARENT WITH OUR PROCESSES AND POLICIES. THIS IS A JOURNEY ALONGSIDE OUR FANS, MEMBERS, SPONSORS AND PARTNERS. WE WANT TO KEEP OUR STAKEHOLDERS INFORMED.
- PRIDE:** RICH HISTORY. THREE TIMES COUNTY CHAMPIONSHIP WINNERS. MOST SUCCESSFUL UK CLUB IN T20 COMPETITION.
- OPEN:** TRANSPARENT WITH OUR PROCESSES AND POLICIES. THIS IS A JOURNEY ALONGSIDE OUR FANS, MEMBERS, SPONSORS AND PARTNERS. WE WANT TO KEEP OUR STAKEHOLDERS INFORMED.
- FAMILY:** THIS IS OUR COMMUNITY. CELEBRATING DIVERSITY OF THE REGION. FOXES FAMILY AT THE HEART. ENGAGING WITH THE COMMUNITY THROUGH THE FOUNDATION AND OUR COMMUNITY TEAM. WE ARE NOTHING WITHOUT THE PEOPLE OF LEICESTERSHIRE.



# THE OPPORTUNITY

REPORTING TO THE CHAIR OF THE BOARD, THE CEO WILL BE RESPONSIBLE FOR LEADING THE CLUB'S OVERALL STRATEGY, COMMERCIAL SUCCESS, OPERATIONAL DELIVERY, AND CRICKETING AMBITION. THIS IS A HIGH-PROFILE, MULTI-FACETED LEADERSHIP ROLE REQUIRING A DYNAMIC, FORWARD-THINKING \ INDIVIDUAL WHO CAN UNITE SPORTING PERFORMANCE WITH BUSINESS INNOVATION. YOU'LL SHAPE THE FUTURE OF LCCC - ON THE FIELD, IN THE COMMUNITY, AND ACROSS OUR COMMERCIAL VENTURES.

## WHY JOIN LCCC?

THIS IS A RARE OPPORTUNITY TO LEAD A HISTORIC SPORTING ORGANISATION INTO A BOLD NEW ERA—WHERE THE IMPACT YOU MAKE WILL BE FELT ON THE PITCH, IN THE BOARDROOM, AND ACROSS THE WIDER COMMUNITY. YOU'LL PLAY A CENTRAL ROLE IN SHAPING NOT JUST THE FUTURE OF LCCC, BUT THE ROLE CRICKET CAN PLAY IN UNITING AND INSPIRING THE PEOPLE OF LEICESTERSHIRE.

- STRATEGIC LEADERSHIP: DRIVE AND DELIVER THE CLUB'S STRATEGIC VISION, ENSURING ALIGNMENT BETWEEN CRICKETING SUCCESS, FINANCIAL SUSTAINABILITY, AND SOCIAL IMPACT.
- OPERATIONAL EXCELLENCE: OVERSEE ALL ASPECTS OF CLUB OPERATIONS, INCLUDING CRICKETING PERFORMANCE, MATCHDAY EXPERIENCE, FACILITIES, STAFFING, AND INFRASTRUCTURE.
- COMMERCIAL GROWTH: DEVELOP AND EXECUTE COMMERCIAL STRATEGIES TO GROW REVENUE THROUGH SPONSORSHIPS, PARTNERSHIPS, VENUE HIRE, HOSPITALITY, AND COMMUNITY EVENTS.
- CULTURAL STEWARDSHIP: FOSTER A HIGH-PERFORMING, INCLUSIVE, AND VALUES-LED CULTURE ACROSS THE CLUB, STAFF, AND PLAYING TEAMS.
- STAKEHOLDER ENGAGEMENT: BUILD STRONG RELATIONSHIPS WITH THE ECB, SPONSORS, LOCAL AUTHORITIES, COMMUNITY GROUPS, MEMBERS, FANS, AND MEDIA.
- GOVERNANCE & COMPLIANCE: ENSURE THE CLUB ADHERES TO THE HIGHEST STANDARDS OF GOVERNANCE, SAFEGUARDING, LEGAL, AND FINANCIAL REGULATION.
- BRAND REPRESENTATION: ACT AS THE PUBLIC FACE OF LCCC, REPRESENTING THE CLUB'S AMBITIONS, HERITAGE, AND VALUES AT LOCAL AND NATIONAL LEVELS.

# THE OPPORTUNITY

## BEHAVIOURS

- ALWAYS BE RESPECTFUL OF OTHERS, BEHAVE IN A NON-DISCRIMINATORY MANNER WITH AN UNDERSTANDING OF THE EQUALITY ACT 2010.
- WILLING AND ABLE TO DEAL WITH PEOPLE PROFESSIONALLY AT ALL LEVELS AND FROM A VARIETY OF BACKGROUNDS.
- BRING ENERGY AND ENTHUSIASM TO THE ROLE AND OPERATE TO OUR CLEAR VALUES AND BEHAVIOURS.
- HARD WORKING WITH A CAN-DO ATTITUDE.
- WILLINGNESS TO LEARN AND ADAPT TO AN EVER-CHANGING ENVIRONMENT.
- A POSITIVE, PROFESSIONAL, FRIENDLY AND SUPPORTIVE MANNER.

## THE IDEAL CANDIDATE

WE ARE LOOKING FOR AN INSPIRING, COMMERCIALY FOCUSED, AND COMMUNITY-DRIVEN LEADER WHO COMBINES STRATEGIC CLARITY WITH HANDS-ON EXECUTION. YOU WILL BRING:

- EXECUTIVE LEADERSHIP EXPERIENCE AT CEO, MD, OR DIRECTOR LEVEL WITHIN SPORT, HOSPITALITY, LIVE EVENTS, ENTERTAINMENT, OR ALIGNED COMMERCIAL SECTORS.
- PROVEN COMMERCIAL ACUMEN, WITH A TRACK RECORD OF GROWING REVENUES AND MANAGING DIVERSE INCOME STREAMS.
- OUTSTANDING LEADERSHIP SKILLS, WITH THE ABILITY TO INSPIRE TEAMS, MANAGE CHANGE, AND DELIVER RESULTS.
- EXCEPTIONAL COMMUNICATION AND INFLUENCING SKILLS, CAPABLE OF REPRESENTING THE CLUB WITH CREDIBILITY TO DIVERSE INTERNAL AND EXTERNAL AUDIENCES.
- A COLLABORATIVE APPROACH, WITH EXPERIENCE OF WORKING WITH GOVERNING BODIES, BOARDS, AND COMMUNITY PARTNERS.
- KNOWLEDGE OF THE UK SPORTS ECOSYSTEM; UNDERSTANDING OF CRICKET IS AN ADANTAGE BUT NOT ESSENTIAL.
- PASSION FOR INCLUSION, ENGAGEMENT, AND LEGACY-BUILDING, ENSURING THE CLUB REMAINS A WELCOMING AND PROGRESSIVE ENVIRONMENT FOR ALL.



# HOW TO APPLY

WE CELEBRATE DIFFERENCES AND APPLICATIONS ARE ACTIVELY ENCOURAGED FROM INDIVIDUALS FROM DIVERSE BACKGROUNDS, PARTICULARLY THOSE WHO REFLECT AND REPRESENT THE COMMUNITIES WE WORK IN.

CANDIDATES WISHING TO APPLY SHOULD SEND A CV AND A COVERING LETTER OUTLINING YOUR SUITABILITY FOR THE ROLE TO HR & GOVERNANCE MANAGER:

HR.GOV@LEICESTERSHIRECCC.CO.UK

## THE CLOSING DATE FOR APPLICATIONS:

MIDDAY MONDAY 23RD JUNE 2025  
IN PERSON INTERVIEWS WILL TAKE PLACE:  
WEEK COMMENCING 7TH JULY 2025

## ACCESSIBILITY

SHOULD YOU REQUIRE ACCESS TO THESE DOCUMENTS IN ALTERNATIVE FORMATS, PLEASE CONTACT:  
HR & GOVERNANCE MANAGER  
HR.GOV@LEICESTERSHIRECCC.CO.UK

# EQUAL OPPORTUNITIES IN EMPLOYMENT POLICY STATEMENT

LEICESTERSHIRE COUNTY CRICKET CLUB WILL ENSURE THAT ALL EXISTING AND POTENTIAL EMPLOYEES RECEIVE EQUAL CONSIDERATION AND IS COMMITTED TO THE ELIMINATION OF UNLAWFUL OR UNFAIR DISCRIMINATION ON THE GROUNDS OF GENDER, RACE, DISABILITY, COLOUR, ETHNIC AND NATIONAL ORIGIN, NATIONALITY, SEXUALITY, MARITAL STATUS, RELIGION, ACTIVITY AND AGE.

IT IS THE INTENTION OF LEICESTERSHIRE COUNTY CRICKET CLUB THAT ITS WORKFORCE, AT ALL LEVELS, SHOULD REFLECT THE COMPOSITION OF THE CITY'S POPULATION. TO ACHIEVE THIS LEICESTERSHIRE COUNTY CRICKET CLUB WILL TAKE ACTIVE AND POSITIVE STEPS TO ELIMINATE DISCRIMINATION AND TO PROMOTE EQUALITY IN EMPLOYMENT.

LEICESTERSHIRE COUNTY CRICKET CLUB IS COMMITTED TO SAFEGUARDING PROTECTING CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS. AS SUCH, ALL POSTS ARE SUBJECT TO A SAFER RECRUITMENT PROCESS, REFERENCES WILL BE SOUGHT UPON OFFER OF EMPLOYMENT AND BACKGROUND CHECKS WILL BE REQUIRED. UPON COMMENCEMENT OF EMPLOYMENT ALL NEW STARTERS ARE REQUIRED TO UNDERTAKE ECB AND CLUB SAFEGUARDING TRAINING.