



Appointment of
Trustees

March 2023

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Welcome

Cricket has a unique ability to connect communities, improve lives and eradicate social barriers. Everything that Leicestershire County Cricket Club are working towards; every community programme, recreational team and inclusive opportunity that is on offer allows us to make great strides towards enhancing and extending the reputation, reach and profile of the game of cricket and that of Leicestershire CCC itself.

However, we need and want to do better. The Leicestershire & Rutland Cricket Foundation will be an integral member of the Leicestershire Cricket 'family'; Six Pillars (Cricket, Commercial, Community, Company, Communication & Cash).

By inspiring cricket participation and engagement across the pillars, we will strengthen the Leicestershire Cricket Family and build trust and following based on a genuine connection with Leicestershire Cricket.

We live in a vibrant and multi-cultural city and it's vital that we rightly reflect, represent, and most importantly reach our diverse communities, to show that there's a place here at the Club for everyone – a real sense of belonging.

The creation of the Foundation will take our work even further with exceptional governance, leadership, and strategic direction. Our aim is to actively change people's and communities' lives by making the game accessible for all. We want everyone to say that 'Cricket is a Game for me' from our leagues and clubs right across to our schools so that more people can experience and enjoy all that cricket has to offer.

Thank you for your interest in becoming a Trustee.

Namita Patel

EDI & Community Director





About our Foundation

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Supported by Leicestershire County Cricket Club, the Foundation will be a newly formed organisation seeking to actively change lives through cricket. Despite enjoying a strong track record of community engagement across Leicestershire and Rutland to date, including the continued delivery of free cricket programmes in primary schools and increased support for the women and girls' game in our community-based clubs, there is more to be done. The establishment of the Foundation as its own entity will help us to supercharge our reach and achieve our ambitions of increasing accessibility and participation in cricket across the counties we serve.

This is an exciting opportunity for those wishing to join the Board of the Foundation at its start to oversee its ambitions of using cricket and all its many interconnecting components as a force for good.

Purpose

- To connect communities and improve lives through the power of cricket

We want to engage and excite people across the diverse communities we serve, giving everyone the opportunity to enjoy cricket.

Mission

- To put more bats and balls into people's hands

We want the game to be inclusive for all, inspiring every generation to get involved and fulfil their potential.

Vision

- A County inspired to choose and enjoy a lifelong involvement in cricket

We want everyone to say that 'Cricket is a Game for me'.

As the charitable and recreational arm of Leicestershire County Cricket Club, we share the same values of seeking to Inspire, as well as: Courage, Respect, Family, Pride, Transparency. Much of the principles of equality, diversity and inclusion underpin our work; we are committed to promoting the diversity of our Board and ensuring it is reflective of the communities we serve. We are keen to make even more strides in this domain, and therefore welcome and encourage applications from individuals of all walks of life, with backgrounds which can bring diversity of thought and experience to Leicestershire Cricket Foundation.

Our EDI Action Plan can be found online [here](#).

Our EDI Report 2023 can be found online [here](#).



Governance and Leadership

The Board will have collective responsibility for the governance of our newly established charitable foundation. This includes responsibility for the development and implementation of our strategy; ensuring that our operations are consistent with our aims; strengthening our community relevance; promoting the growth of the game; and acting as a critical friend, assessing the performance of management in meeting agreed goals and objectives.

Our Board will consist of five Trustees, including our Chair. It will be made up of individuals who collectively bring diversity of skills, professional competencies and lived experiences to reflect the communities we serve across Leicestershire and Rutland, and those who are committed to the principles of good governance.

The Leicestershire Cricket Foundation is committed to tackling inequalities and discrimination. We want to ensure our board reflects the broad diversity of the region, recognising the essential dividends that diversity of thought, enhanced creativity and audience engagement will bring. We welcome all individuals who share our passion and vision to apply, particularly women, individuals from culturally diverse backgrounds, the LGBTQ+ community and those with disabilities.

All Board positions are voluntary.

The Opportunity

To help us achieve our ambitions, we are seeking to appoint a Chair to join and oversee our founding board, and to support the development and execution of our first strategy, providing effective check and challenge.

Joining us as a Trustee will afford you the opportunity to play a key role in the leadership and oversight of the Foundation from its formation as we pursue our vision for the wider region in support of widening the ECB's 'Inspiring Generations' strategic plan. We are keen to ensure a variety of skills, professional experience and perspectives to capitalize on the benefits a diverse, representative board ensuring we are best placed to support our local communities.

The following skillsets in particular are regarded as critical for the Board and are priorities for these appointments:

- Fundraising
- Finance
- EDI
- Community engagement
- Recreational and grassroots cricket
- Broader sport experience
- Commercial

Successfully appointed candidates will demonstrate a passion for the power of sport, an inclusive leadership style and an understanding of the communities we serve. They will bring to bear excellent communication skills and will be proactive in considering the views and needs of others allowing them to work collaboratively with our key stakeholders to enable our mission. Providing robust check and challenge and strategic acumen, they will work to ensure that we benefit from contemporary governance.

Responsibilities

- Provide constructive challenge to the work of the Board and help to develop the Foundation's purpose, missions, policies, strategies, goals, and objectives



- Working with the executive team, Board and other key stakeholders to ensure the Foundation is governed successfully
- Championing and upholding the Foundation's values, being a strong external advocate for its work and ensuring a positive and inclusive organisational culture internally
- Scrutinise management performance in meeting agreed goals and objectives
- Be an effective Board member, participating actively in Board discussions and supporting management outside Board meetings where required
- Maintain and champion an inclusive and diverse environment throughout the Club, considering all aspects of diversity including all protected characteristics and backgrounds
- Supporting the delivery of the ECB's game-wide Inspiring Generations strategy
- Recognising and understanding the need for diversity and the requirements of the wider communities that we serve

Location: Uptonsteel County Ground.

Remuneration: This is an unremunerated post, with reasonable expenses covered.

Time Commitment: An average time commitment of 12 to 15 days per year is expected, inclusive of four board meetings, an induction training event, annual development day, meeting preparations, plus some engagements and other inputs required.

Term: The appointment is for a three-year term.



The Person

We welcome and encourage applications from ambitious, energetic candidates who can demonstrate the following:

- Empathy and a commitment to inspiring a passion for cricket in its various forms throughout our communities
- A demonstrable track record of fostering and promoting greater equality, diversity, equity and inclusion
- Proven leadership experience in our priority areas to enhance the diversity of the overall Board
- Relevant recent experience in our priority areas, enhancing the (future) Board's mix of skills and experience
- Strong interpersonal skills, an ability to manage relationships with, and to inspire a diverse range of, stakeholders, internally and externally
- A commitment to strong teamwork, accountability and transparency
- Commercial and financial awareness
- A passion for enhancing diversity in the game and championing our goals to widen participation
- Integrity, good judgement, and independence

We want everyone to say that 'Cricket is a Game for me' and we are committed to equity, diversity and inclusion at every level. We celebrate difference and applications are actively encouraged from individuals from diverse backgrounds, in particular those who reflect and represent the communities we work in.



How to Apply

For information on how to apply, please visit:
<https://candidates.perrettlaver.com/vacancies>
 quoting reference number **6497**.

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 **9:00 (GMT) on Monday 8th May 2023**.

Leicestershire Cricket Foundation will be supported in this appointment by executive search firm Perrett Laver. Any initial enquiries should be directed to Elizabeth Owusu-Apente at elizabeth.owusu-apente@perrettlaver.com or +44 (0)20 7340 6213.

Accessibility

For a conversation in confidence, please contact Elizabeth Owusu-Apente at elizabeth.owusu-apente@perrettlaver.com or +44 (0)20 7340 6213.

Should you require access to these documents in alternative formats, please contact Sofia Coppoletta on sofia.coppoletta@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 based on age, disability, ethnic or national origin, family circumstance, gender, gender identity, marital status, nationality, political or religious beliefs, race, socioeconomic background, and 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. 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/>.





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