



Appointment of
**Board
Director**

September 2023



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Welcome

Dear Applicant,

Northamptonshire County Cricket Club is seeking to appoint to its Board of Directors a new Board Non-Executive Director with specific responsibilities in commercial activities and/or finance.

The Board of Northamptonshire County Cricket Club believe passionately that Cricket is a driving force for good and does and should play a major part in the sporting landscape in Northamptonshire, a town with a rich heritage of sport.

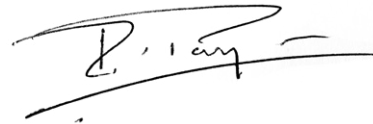
We are positive and optimistic that the County Club can be a leading light in cricket within the County and with its supporting partnerships with our National Counties neighbours, setting new standards of cricket in Men's, Women's, and the community game.

We are seeking a candidate with good experience and understanding of the cricket landscape in Northamptonshire, but primarily commercial opportunities that may exist or be identified for

the County Club. An individual who can support the Board and the executive in its objectives and requirements over the next few years.

The successfully appointed candidate will demonstrate senior leadership with respect to commercial or financial skills. The Club's leadership has a broad mix of skills and expertise, with unwavering focus on good governance, equality, diversity and inclusion and financial and operational excellence.

We look forward to hearing from you.



Ray Payne
Chief Executive Officer
Northamptonshire County Cricket Club





About Northamptonshire County Cricket Club

Based at the County Ground, Northamptonshire County Cricket Club (Northamptonshire CCC) is one of the eighteen county clubs which take part in the first-class game within the domestic cricket structure of England & Wales, representing the historic county of Northamptonshire. Founded in 1878, we have played in every top-level domestic cricket competition in England since achieving first-class status in 1905.

Our core objectives include:

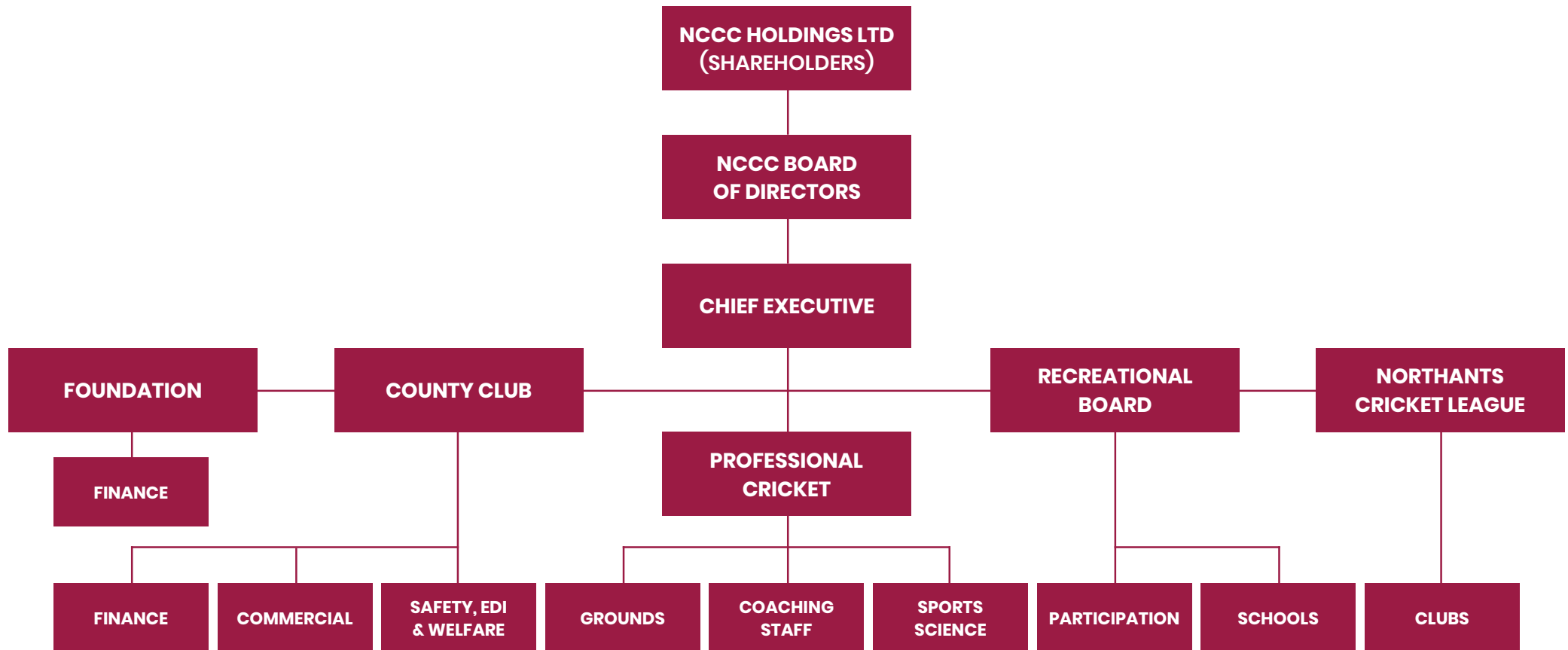
- Inspiring local generations.
- A unified FCC & Recreational Board.
- Delivering competitive first-class cricket.
- Creating an emotional connection with the Steelbacks.
- Commercialising The County Ground.
- Sustainable Club Beyond 2024.

We aspire to provide all people in Northamptonshire and the surrounding National Counties the opportunity to engage and explore cricket. At Northamptonshire CCC, we want to ensure cricket is a game for everyone and a sport that future generations can flourish in. From players to officials, volunteers, and supporters, we welcome people from all walks of life and encourage them to get involved with cricket, whether that is on or off the pitch.

To support this philosophy, Northamptonshire County Cricket Club has a number of core values that shape the work we do and how approach our wonderful game, including:

- **Inclusivity** – No matter your age, race, gender, religion or sexual orientation, we welcome all and encourage everyone to be involved in cricket.
- **Safeguarding** – We will ensure that cricket provides a safe environment for all, in schools, at local clubs and at The County Ground.
- **Governance** – We will continue to adapt and evolve our structures and processes across the county to have the best governance possible.
- **Inspiration** – We will inspire and push boundaries, letting all generations be part of our process and our journey.
- **A Cricketing Hub** – Working with our neighbours to act as a focal point and a cricketing capital for the eastern region of England.
- **A Role for All** – Being involved in cricket doesn't just include players on the field. We encourage everyone to get involved and find the path that helps them most engage in cricket.

Northamptonshire CCC – Structure Overview





Governance and Leadership

The Board of Northamptonshire County Cricket Club is collectively responsible for the overall leadership and success of the Club. It plays a central role in directing club affairs, overseeing the implementation of our Countywide Plan, providing effective check and challenge and ensuring accountability against agreed goals and objectives of the senior management team. The Board is committed to embedding gold standard governance in order to foster success in the professional game, further cultivate our links and impact in our local communities and expand our overall reach.

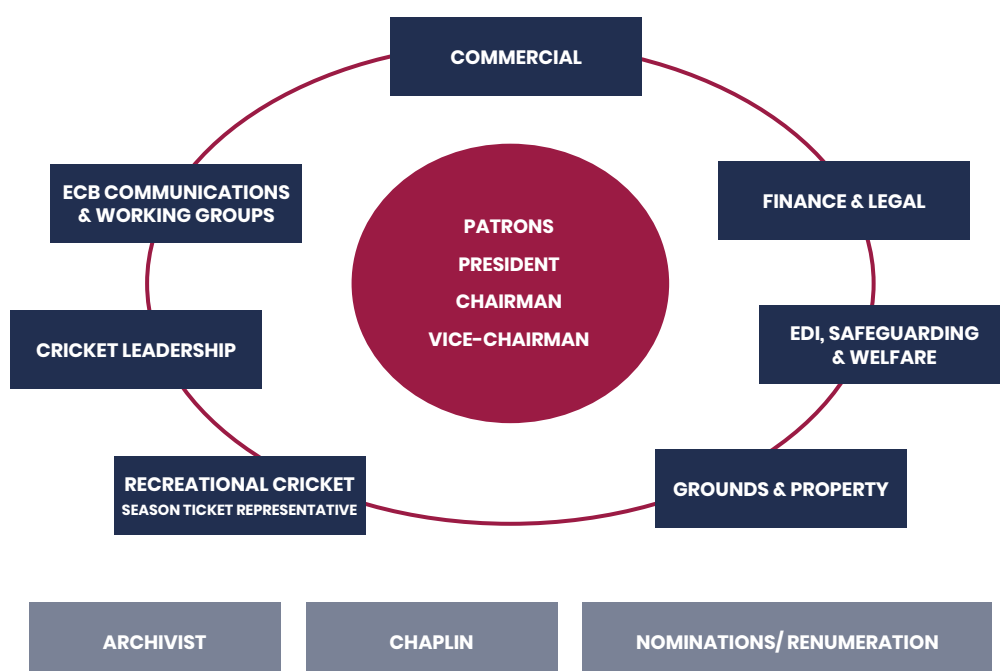
The Board shall adopt a code of conduct that, amongst other things, requires all Board members to act:

- In the best interests of the organisation

- With integrity, selflessness, objectivity, accountability, openness, honesty and leadership
- In a manner consistent with their legal duties

The structure of the Board is as follows:

All Board positions are voluntary.





The Opportunity

LOCATION: The County Ground, Abington Avenue, Northampton NN1 4PR.

POSITION TITLE: Board Director.

TERM: 3 years, which can be, upon review, extended to three consecutive terms.

TIME COMMITMENT: 10–12 days per year, with optional match day attendance.

Northamptonshire CCC seeks to identify and appoint a new Board Director to join our Board. This is an opportunity to join a Board which can build upon the successes of recent years, having ensured the stability and future of the Club, the new Board Directors will have the ability to build upon this legacy. We are looking for individuals who can help us continue to move forward, ensuring that we are sustainable past 2024 and continue to explore new opportunities for the Club. Supported by a capable executive team, you will be integral in helping shape the strategy for the Club for the future, helping to develop both the commercial, cricketing and community aspects of the Club. We are particularly seeking individuals with knowledge of the local business community and those with finance skills who can help advise and provide insights into commercial opportunities.

The successfully appointed candidate will demonstrate senior leadership experience within their respected field and an enthusiasm to help set strategy, experience in change management, and provide guidance and insight as we explore future opportunities for the Club. Strongly inclusive and empathetic in their approach, they will be collaborative and consultative, helping to drive collective decision-making in a complex, multi-stakeholder environment. They will bring a passion for the power of sport and strong appreciation for the role of contemporary governance. Demonstrating balanced judgement, absolute integrity, and excellent communication skills.

As a Board Director, you will also help advance our mission to ensure cricket is an accessible and inclusive sport at all levels for all in Northamptonshire and in surrounding counties. Building upon our work in the women's game and other communities with whom we continue to engage in the game. Playing a key role in our Club's Non-Executive leadership, you will help us benefit from the very best governance as we look to deliver on our Countywide Plan.

We welcome and encourage applications from anyone who shares our commitment to Northamptonshire's ambitions to be a robust commercial operation, a competitive County side and a vehicle for positive impact across the communities we serve. We particularly encourage those from women, Black, Asian and minority ethnic people, those from LGBTQIA+ communities, and individuals with disabilities as we would like to increase the representation of these groups at Board level and beyond.

Key duties and responsibilities:

- Knowledge and dedication to corporate governance.
- Ability to evaluate commercial opportunities for the Club.
- Financially literate with the skills to assess and communicate financials to others when necessary.
- Be an active participant in Board level decision-making, maintaining confidentiality on Board Matters.
- As part of the Board, provide positive challenge and support to the executive and monitor progress annually against agreed goals and objectives.
- Reporting to Chair, Board of Directors and CEO in regular formal and informal communication. Periodic reporting to shareholders.
- Champion an inclusive and diverse environment throughout the Club.

Broadly speaking, particularly compelling candidates will possess the following:

- Demonstrable leadership experience in their field of expertise.
- Ability to appropriately promote debate but with the ability to empathise and build consensus.
- Knowledge and networks within the business community of Northamptonshire.
- Experience in change management, particularly driving significant projects would be beneficial.



- Excellent interpersonal skills, demonstrating sound, fair judgement with an ability to help drive consensus and consider conflicting views.
- A collegiate and collaborative leadership style.
- The ability to give sufficient time on a voluntary basis.
- A passion and commitment for driving positive outcomes in our communities through the power of cricket.
- Strong commitment to and track record in equality, diversity and inclusion at all levels coupled with strong values in relation to respect, transparency and integrity.
- Skills and sensitivity to operate in a multi-stakeholder environment to support the game at different levels.

Desirable:

- Non-Executive experience, including chairing experience.
- ACCA or other relevant financial qualifications.
- Knowledge or interest in cricket, or a desire to learn is critical.



How to Apply

For information on how to apply, please visit: <https://candidates.perrettlaver.com/vacancies> quoting reference number **6812**. 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 **9am (GMT) on Monday 23rd October 2023**.

Northamptonshire CCC will be supported in this appointment by executive search firm Perrett Laver. Any initial enquiries should be directed to Jake Smith at jake.smith@perrettlaver.com and +44 (0)20 7340 6221.

Accessibility

For a conversation in confidence, please contact Jake Smith at jake.smith@perrettlaver.com and +44 (0)20 7340 6221.

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. 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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