



THE YORKSHIRE  
COUNTY CRICKET CLUB



# DIRECTOR OF CRICKET CANDIDATE PACK

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THE YORKSHIRE COUNTY CRICKET CLUB LIMITED IS ONE OF THE MOST SUCCESSFUL CLUBS IN THE WORLD.

Established over 160 years ago, famed for its history, tradition and passion, Yorkshire cricket is renowned throughout the world.

No other county in the history of the game has won more trophies or produced more players for England.

The Club owns one of the premier international cricket venues, which has hosted some of the most iconic matches in the history of cricket.

## OUR VISION

Changing Lives through the Power of Cricket

## OUR MISSION STATEMENT

We will put cricket at the heart of Yorkshire, inspiring all generations to connect with the game. From the iconic Headingley and into our communities, building on our heritage and creating a legacy that makes everybody proud



## OUR VALUES

### WINNING MENTALITY

We are ambitious in our pursuit to be the best. Together we define our goals and are accountable for our success.

### ONE TEAM, ON AND OFF THE FIELD

We unite behind our common goals. We have got each other's backs, create safe spaces and push each other's thinking.

### LIVE THE SPIRIT OF CRICKET

We choose to do things the right way, treating everyone with respect and fairness. We do what we say we are going to do.

### THINK BIG

We are bold and courageous. We make brave decisions and aren't afraid to do things differently

# ROLE SUMMARY

**Role title:** Director of Cricket

**Reports to:** Chief Executive Officer

**Based at:** Headingley Cricket Ground, Leeds

**Job purpose:** To develop and implement a strategy to achieve sustainable success in all formats of the game aligned to Club's vision, mission statement and values.



# KEY RESPONSIBILITIES



**STRATEGY** Create, articulate, implement and sustain a clear and effective strategy for delivering cricket success across all formats of the game.

**CULTURE** Create and foster a healthy, sustainable and effective performance-based culture, from the regional pathways through to the professional teams, ensuring the highest standards of leadership, teamwork and technical excellence.

**LEADERSHIP** Directly manage, mentor, and empower the Men's XI and Women's XI Head Coaches, delivering world-class, holistic leadership to the playing squads, on-and-off the field.

**PATHWAYS** Oversee the identification and development of future generations of talent through the Club's pathway programmes.

**SCIENCE & MEDICINE** Oversee, monitor and review an innovative, world-class sports science and medicine programme.

**DEVELOPMENT** Identify and strategically invest in player and support staff professional development, ensuring the highest standards of personal accountability, opportunities for progression and growth.

**PERFORMANCE** Working with the Director of People and Culture, implement a clear, transparent and effective player and staff performance review process that drives personal development, accountability and a high-performance culture across the Cricket department.

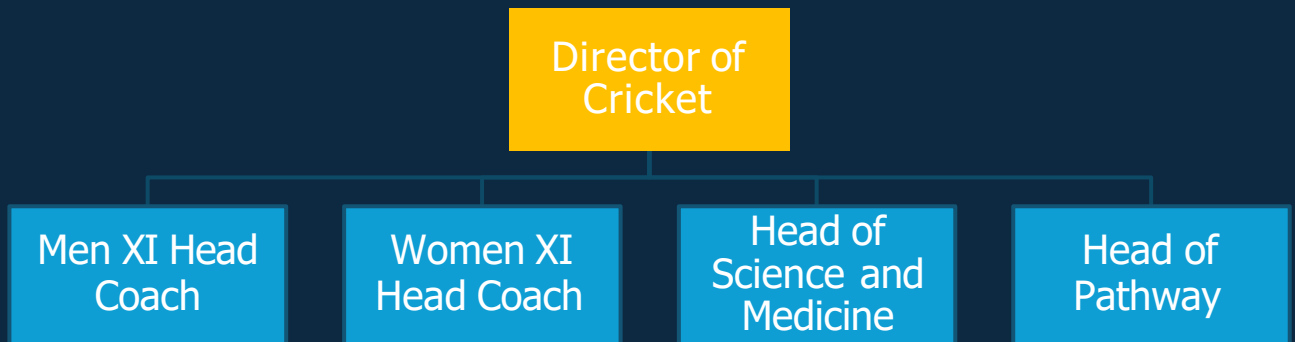
**RECRUITMENT** Working with the Chief Executive Officer and Board of Directors, develop, implement and monitor an effective player recruitment strategy to attract, develop and deliver the required mix of talented, professional male and female players.

**STANDARDS** Embed world-class, progressive and holistic coaching standards, from the regional pathways through to the professional teams, with effective recruitment, retention and development plans.

**BUDGET** Effectively manage the Cricket department budget and all resources.

# REPORTING STRUCTURE

The role oversees the the Cricket department with the following direct reports:



The Director of Cricket reports directly to the Chief Executive Officer and is a key member of the Club’s senior leadership team. As such, the Director of Cricket will play an active and critical role in setting the culture, strategy and future direction of the Club.



The Director of Cricket is accountable to the Board of Directors, which has delegated cricket oversight, assurance and monitoring to a newly formed Cricket Sub-Committee.



# SKILLS AND EXPERIENCE

- 10+ years' experience in professional cricket in an elite, performance-focused role;
- Previous experience developing, implementing and sustaining effective performance strategies and effective high-performance cultures;
- Demonstrable knowledge of the domestic game and the evolving global cricket environment, and what challenges and opportunities this can bring to the Club;
- Strong cricket network and credibility that spans the global and domestic cricket environment;
- Proven experience in the successful identification, recruitment and negotiation of elite cricketers, including overseas players; and
- Proven experience in the development of high- performance talent from regional pathways to professional cricketers and coaching staff.



# PERSONAL ATTRIBUTES

As well as possessing the required **SKILLS AND EXPERIENCE**, you will demonstrate an alignment to the Club vision, mission statement and values.

You are a strategic thinker, strong leader, mentor and motivator of others with the highest levels of accountability.

You have the ability to react and work well under pressure and are an excellent communicator who is able to articulate strategy and act as an ambassador for the Club to fans, communities and the media.

You are innovative, bold, collaborative, and bring a strong personal commitment to the Human Rights Values of safety, fairness, respect, equity and dignity and to the Club's EDI strategy.



# APPLICATION PROCESS

For more information and to submit your application, go to:

[Director of Cricket Careers Page](#)

The closing date for receipt of applications is 9am on Monday 15 July 2024.

YCCC follows fairer and safer recruitment practices. Only applicants who submit an application by the closing date will be considered. Shortlisted candidates will be invited to participate in further selection phases including a formal interview and relevant checks.





# CONTACT US

Should you have any questions, require any reasonable adjustments, or wish to arrange a confidential discussion, please do not hesitate to contact Jessica Platts, Director of People and Culture [Jessica.Platts@YorkshireCCC.com](mailto:Jessica.Platts@YorkshireCCC.com) or [vacancies@YorkshireCCC.com](mailto:vacancies@YorkshireCCC.com).