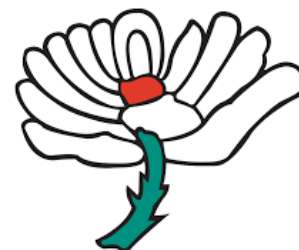


## JOB DESCRIPTION

Yorkshire Cricket Foundation



<b>Job Title:</b>	Managing Director
<b>Department</b>	Executive
<b>Reporting Line:</b>	Chair and Board of Trustees of Yorkshire Cricket Foundation
<b>Salary Band:</b>	Negotiable
<b>Location</b>	Headingley
<b>Employment Type</b>	Permanent - Full Time

### Company Overview

At the Yorkshire Cricket Foundation we aim to:

- Promote, encourage, and support the growth of cricket at all levels, with a particular focus on recreational and community-based cricket across Yorkshire, reflecting the Objects of the charity
- Develop cricket programs that engage individuals and communities, fostering participation, inclusion, and accessibility in cricket, particularly among disadvantaged or underrepresented groups
- Promote the mental and physical health benefits of cricket through programs and initiatives aimed at increasing participation in schools, clubs, and the broader community
- Integrate the recreational cricket activities with the community outreach and other initiatives, ensuring a coordinated and comprehensive approach to cricket development within the county
- Raise and manage funds and resources, and to enter into partnerships with local, regional, and national stakeholders, including the England and Wales Cricket Board (ECB), in furtherance of the above objectives

### Job Purpose

The Managing Director will be responsible for the overall strategic leadership, management, and operations of the Foundation. This includes being the link between the Board of Trustees and the Executive team, working collaboratively to develop and implement the Foundation's long-term goals, manage day-to-day operations and practice outstanding governance, growth and financial sustainability to ensure the achievement of its mission and charitable objectives & purpose. The Managing Director will also act as the Foundation's key spokesperson, building relationships with stakeholders, donors, and partners.

The Foundation remains on a journey to make Yorkshire Cricket an inspiring and inclusive home for people of all generations and backgrounds to play, work, support or participate in cricket within the county. To do this, the Managing Director will lead a committed team to build trust across our communities, create communities without boundaries, develop a positive & values-driven culture and drive positive social change.

The Managing Director will undertake a significant and pivotal role in evolution and establishment of the overall structure of Yorkshire Cricket.

## Key Responsibilities

Area	Responsibilities
Strategy	<ul style="list-style-type: none"> <li>- Act as an effective public figurehead for the Foundation, advocating the Foundation’s work and the role of cricket in driving social change, building reputation, brand, profile and influence</li> <li>- Work with the Board of Trustees and key stakeholders to develop the strategy and business plan for the Foundation that aligns to the Foundation’s objects, vision and mission</li> <li>- Build and maintain strategic relationships and a sector-leading reputation with key partners, sponsors, members and stakeholders</li> <li>- Lead the Foundation’s strategic commitment to equity, diversity and inclusion</li> <li>- Maintain the trust and support of donors, beneficiaries, and volunteers</li> <li>- Influence, promote and inspire activities and programmes that positively impact the reputation of the organisation and raise awareness across the County and the UK</li> <li>- Maintain and develop an effective and strategic relationship with the England and Wales Cricket Board (ECB) to ensure the Foundation’s business plan aligns to the ECB’s local and national strategies</li> <li>- Develop and maintain a strategic risk register having regard for the operating environment, acceptable risk profile and other external and internal factors</li> <li>- Meet regularly with the CEO of the County Club and ensure collaboration, cooperation and alignment of strategy and operation</li> </ul>
Management	<ul style="list-style-type: none"> <li>- Lead the development, communication, implementation and delivery of the operational plan required to deliver the Foundation’s vision, strategy and outcomes</li> <li>- Communicate the operational plan to the Senior Management Team with clear priorities, targets, KPIs and reporting processes</li> <li>- Lead organisational change and continuous improvement to ensure the Foundation has the right skills, capability and motivation to deliver its objectives</li> <li>- Cascade objectives, monitor and measure performance of the Foundation to ensure objectives are met and exceeded</li> <li>- Ensure the Foundation is financially sound for the short medium and long-term</li> <li>- Provide support and leadership to the Safeguarding, People &amp; Culture and Finance departments using your knowledge to give direction and aid delivery of overall objectives</li> </ul>
Operations	<ul style="list-style-type: none"> <li>- Engage with key stakeholders including cricket associations, government bodies, and community groups and work in collaboration with the Board of Trustees to maximise and diversify sources of income for the Foundation through partnerships, grants, donations, and corporate sponsorships to deliver sustainable funding for the future</li> <li>- Represent the organisation at meetings with the ECB, Sport England, National Governing Bodies and Associations and the Charities Commission</li> <li>- Ensure the Foundation complies with legal and regulatory requirements of Charity Commission and the Code for Sports Governance and the requirements of the Foundation’s funding partners and sponsors, working closely with the Board of Trustees to ensure strong governance practices</li> </ul>

	<ul style="list-style-type: none"> <li>- Ensure the Foundation complies with the standards and requirements set by the ECB including but not limited to the County Partnership Agreement Standards</li> <li>- Working with the Board and Finance team, ensure and oversee effective financial management processes and procedures including cost management and budget development, ensuring successful delivery against key objectives</li> <li>- Oversee the planning, development, and delivery of safe and welcoming cricket-related programmes that promote social good, including youth development initiatives, community outreach, and health programmes</li> <li>- Be accountable for driving sustained growth for both the Community and Recreational fields of the Foundation</li> <li>- Actively monitor, review and analyse data relating to Foundation activities, outcomes and impact to ensure alignment to Foundation strategy and objectives</li> <li>- Take responsibility and accountability for monitoring, evaluating and assessing impact of performance of all programmes, projects and events</li> <li>- Monitor, advise and brief the Board of Trustees on current trends in government initiatives, strategies and legislation in relation to sport and community development and participation</li> <li>- Provide regular verbal and written feed back to the Chair</li> <li>- Ensure compliance with charity-specific financial reporting requirements</li> <li>- Provide timely reports to the Board of Trustees</li> <li>- Provide an annual report to be signed off by the Board</li> </ul>
People Management	<ul style="list-style-type: none"> <li>- Champion and uphold the Foundation’s vision and values and ensure a positive, effective and inclusive organisational culture</li> <li>- Make and communicate decisions clearly, be accountable for those decisions and empower team members to make good decisions in their areas of responsibility</li> <li>- Motivate and engage team members by setting and maintaining clear standards and expectations</li> <li>- Model and implement all relevant policies and procedures</li> <li>- Model and implement effective communication within team and across the company</li> </ul>
Equality, Diversity and Inclusion	<ul style="list-style-type: none"> <li>- Demonstrate, at all times, a commitment to equality, diversity and inclusion behaviours, decision-making and working practices</li> <li>- Promote the values of safety, dignity, fairness, equality and respect</li> </ul>

Please note: This is not an exhaustive list and the role may be required to undertake additional roles and responsibilities as identified from time to time in order to meet the ongoing requirements of the company.

**Key Relationships / Stakeholders**

Yorkshire Cricket Foundation Board of Trustees  
Yorkshire Cricket Foundation Executive  
England and Wales Cricket Board  
Sponsors, funders and corporate partners  
The Charity Commission  
Contractors and suppliers  
Community groups and local businesses  
Local authority  
Local and national media  
Yorkshire Country Cricket Club

## Job Specification

Essential Criteria
Demonstrable previous experience at Director or CEO level within the community, sport or charity sector with a track record of working closely with a Board
Significant experience of financial and budget management, understanding accounts and identifying risk with the ability to think outside the box in order to generate additional sources of income
Demonstrable track record of leading and developing an inclusive, focused and high-performing organisational culture
A track record of turning strategy into effective operational plans that achieve sustainable growth and service delivery to multiple stakeholders
Authentic, engaging and driven leader who is instinctively aligned to the vision and values of Yorkshire Cricket
A key influencer who demonstrates excellent networking and relationship building and the ability to work productively with both internal and external stakeholders
Excellent ambassadorial, public speaking and presentational skills, and the ability to write with fluency and conviction
Exceptional influencing and negotiation skills with the credibility to build trust, and nurture and maintain strong relationships with key internal and external stakeholders
Desirable Criteria
Extensive knowledge of the sporting landscape at all levels, including an appreciation of sport governing bodies and regulatory frameworks
Demonstrable understanding of charitable governance and reporting requirements

## Core Competencies

Time management	<input checked="" type="checkbox"/>	Ability to influence and negotiate	<input checked="" type="checkbox"/>
Attention to detail	<input type="checkbox"/>	Analytical skills	<input type="checkbox"/>
Confidentiality and discretion	<input type="checkbox"/>	Leadership skills	<input checked="" type="checkbox"/>
Interpersonal and communication skills	<input checked="" type="checkbox"/>	Initiative and proactive	<input type="checkbox"/>
Teamwork	<input type="checkbox"/>	Creativity and innovation	<input checked="" type="checkbox"/>
Flexibility and adaptability	<input type="checkbox"/>	Accountability	<input checked="" type="checkbox"/>
Able to work autonomously	<input type="checkbox"/>	Written communication	<input type="checkbox"/>

## Essential Certificates and Checks

Driver's License	<input type="checkbox"/>	Disclosure Barring Service Check	<input checked="" type="checkbox"/>
First Aid Qualification	<input type="checkbox"/>	ECB Coaching Qualification	<input type="checkbox"/>