



**DEVON CRICKET
FOUNDATION**



Appointment of **Chair and Trustees**

November 2023



AMERICAS ASIA PACIFIC EMEA

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About The Devon Cricket Foundation

The Devon Cricket Foundation is the governing body responsible for all recreational forms of the game in the county, and we are now at an exciting stage in our development as we transition into a new Charity and start to form a new board of Trustees. We want cricket to be for everyone, with equality, diversity, and inclusivity at the foundation of all our work.

Our ambition is to:

- Be representative of our communities
- Grow the game to new areas and communities
- Increase the number of people who say 'cricket is a game for me'
- Create safe, inclusive, and welcoming environments for people to play and volunteer in
- Be an inclusive game
- Ensure all players feel safe and comfortable in facilities across Devon



About The Devon Cricket Foundation

Our values

- Passionate
 - We are proud to be part of Devon Cricket
 - Cricket is our passion
- In partnership
 - We are stronger as one collaborative team
 - We share a common purpose
 - We respect, support, and listen to each other
 - We value everyone we work with
- Challenging
 - We are open to new ideas and challenge ourselves and others to think differently
 - We are innovative and drive modernisation
 - We make decisions that reflect our purpose which are not always the easy ones
- Leading
 - We are committed to providing an entertaining, safe, enjoyable and exciting cricket culture for everyone
 - We challenge ourselves to be better, striving to be the best we can be

Our strategy

We want to create opportunities for individuals and communities to discover and share their passion for cricket by demonstrating and promoting:

- Equality, diversity and inclusion
- Exemplar safeguarding
- Best practice governance
- Financial stability

To do this, we know it is important to:

- Utilise the power of cricket
- Grow and nurture our core
- Develop our volunteers
- Enhance player development
- Grow the game
- Raise our profile



The Roles

This is a time of exciting growth and development at Devon Cricket, as we look to reinforce and strengthen the governance of cricket in the County in the form of becoming a new Trust, form a dynamic new Board of Trustees, and institute new structures to deliver our strategic priorities. We are therefore seeking a new **Chair**, as well as two new **Trustees** to join us at this crucial juncture:

- **EDI Trustee**
- **Finance Trustee**

The priority for recruiting these new Board Directors is to appoint individuals with the passion, skills, and experience to meet the needs of existing cricket communities. The aim is to tackle barriers to participation to attract new people and communities towards the game and create an inclusive environment.

As **Chair**, you will help to drive, inspire, define and champion the vision, mission, values and reputation of Devon Cricket, ensuring board level decisions are firmly rooted in consideration of our communities, and that they are made in accordance with our long-term ambitions. You will play an important role in further cultivating recreational and performance cricket, as well as supporting our wider communities in creative, impactful ways.

The purpose of this role is to:

- Provide leadership and be the public face of Devon Cricket
- Extend the network, influence and resources of Devon Cricket
- Establish and maintain a high performing Board

The Roles

Specific responsibilities of the Chair:

- Providing effective leadership to the Board
- Managing the Board, agreeing the agenda, chairing meetings, leading and facilitating agreement, negotiating and influencing agreed outcomes, making statements to member agencies, confirming decisions and helping communicate policy
- Inspiring Board members and encouraging them to use their influence and expertise for the advancement of sport in the county.

The **EDI and Finance Trustees** will provide objective input into the Board decision-making process. As a Trustee with one of these focuses, you will also ensure that the Board's decisions take full consideration of the environment that it operates in and that those decisions are made in the best interest of the organisation.

Trustees' responsibilities include:

- Acting as a Trustee of the sport of cricket, sustaining and developing it for current members and protecting it for future generations
- Monitoring progress annually against agreed goals and objectives
- Reviewing the core values of the vision as and when relevant
- Monitoring performance, financial expenditure, risk, and resource allocation against the strategic plan
- Ensuring the maintenance of sound finances
- Building effective relationships with external partners as required by the Board
- Undertaking training as appropriate and participating in an annual board evaluation process and individual evaluation

Specific responsibilities of the EDI Trustee:

- You will help to define, protect and champion the vision, mission, values and reputation of the organisation and uphold Devon Cricket's values with regards to diversity and inclusion



Specific responsibilities of the Finance Trustee:

- You will take the lead on all strategic financial matters, guiding the Board and staff through their responsibilities in this area. You will provide strategic advice to the Board on the viability of plans and proposals considered and liaise with relevant parties on any specific issues that may arise

Time Commitment

An average time commitment of 2 days per month is expected.

Term of Office

The initial term is 3 years which can be renewed twice - in practice all the trustees tend to do a 9-year term unless there is a significant reason why not.

Location

Sir Christopher Ondaatje Devon Cricket Centre, University of Exeter, Stocker Road, Exeter, Devon, EX4 4QN

Remuneration

This is an unremunerated post, with reasonable expenses (e.g. travel) covered.

Person Specification

Skills, knowledge, and experience required

Chair:

- A strong commitment to championing and advocating for the vision, mission, and values of Devon Cricket
- Senior strategic leadership experience as a director, trustee, or committee member in a commercial or voluntary or public sector context
- Involvement in or understanding of the development of sport and physical activity
- An understanding of and commitment to equal opportunity and diversity
- Excellent interpersonal skills with the ability to build constructive relationships and motivate and inspire others
- Proven ability to build and maintain excellent relationships at all levels with a wide range of internal and external stakeholders
- Ability and willingness to act as an advocate for cricket and sport to a broad audience
- Experience of the governance role of non-executive directors and committees
- Prior knowledge and appreciation of contemporary governance, with a good understanding of the codes and standards which have been established across many aspects

EDI Trustee:

- A strong commitment to the vision, mission, and values of Devon Cricket
- The ability to work as part of a team, to build constructive relationships, and understand the power of partnerships
- A passion for enhancing diversity in the game and championing our goals to widen participation
- Knowledge and experience of EDI, widening participation, and contemporary developments in this regard

- The willingness to act as “ambassadors” within the community, both for cricket in general and the county Board
- An understanding of and commitment to equal opportunity and diversity

Finance Trustee:

- A strong commitment to the vision, mission, and values of Devon Cricket
- Relevant professional qualifications (ACA, ACCA, CIMA, or similar)
- Knowledge and experience in charity financial matters
- The ability to articulate complex financial matters in a way that other Board Members can understand and make decisions
- Strong mentoring and development/coaching skills
- The ability to inspire confidence in others as to capability



Person Specification

Personal qualities

Chair:

- Passion for sport and physical activity
- Inclusive and strategic leadership style
- Empowering
- Tactful and diplomatic
- Independence
- Influence and personal acumen
- Objectivity
- Discretion
- Understanding and experience of successful charitable fundraising and governance

Trustees:

- Passion for sport and physical activity
- A willingness to engage and embed themselves within the organisation and the region
- Versatility
- A desire to be curious, challenging, and supportive
- Collaborative
- Strategic





How To Apply

Chair

To apply, please visit <https://candidates.perrettlaver.com/vacancies> quoting reference number **6964**. 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 Chair applications is **9am UK on Monday 27th of November 2023**.

Devon Cricket will be supported in this appointment by executive search firm Perrett Laver. Any initial enquiries should be directed to Joe Blanch at joe.blanch@perrettlaver.com and +44 (0) 20 7340 6258.

Finance Trustee

To apply, please visit <https://candidates.perrettlaver.com/vacancies> quoting reference number **6966**. 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 EDI Trustee applications is **9am UK on Monday 4th of December 2023**.

Devon Cricket will be supported in this appointment by executive search firm Perrett Laver. Any initial enquiries should be directed to Grace Fakes at grace.fakes@perrettlaver.com and +44 (0)20 7340 6221.

EDI Trustee

To apply, please visit <https://candidates.perrettlaver.com/vacancies> quoting reference number **6965**. 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 EDI Trustee applications is **9am UK on Monday 11th of December 2023**.

Devon Cricket 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 3928 7374.

Accessibility

For a conversation in confidence, please contact Joe Blanch at joe.blanch@perrettlaver.com and +44 (0) 20 7340 6258.

Should you require access to these documents in alternative formats, please contact Laura Vargas at 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 based on 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, and 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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One Embassy Gardens
8 Viaduct Gardens
London
SW11 7BW
UK

T: +44 (0)20 7340 6200



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