

Role Description and Person Specification

Role title:	Independent Non-Executive Director
Salary:	Voluntary position, with relevant expenses paid
Location:	Various, including travel across Scotland, as required
Reports to:	Chair of the Cricket Scotland Council Limited Board
Commitment:	1-2 days per month, on average
Term:	Up to two terms of four years each

Who are we?

Cricket Scotland is the national governing body for the sport of cricket in Scotland. It is responsible for organising and developing the game at all levels, from grassroots participation to elite international competitions. The organisation's primary goal is to promote and enhance the growth of cricket in Scotland, both in terms of player development and the overall popularity of the sport. Cricket Scotland's new four-year strategy focuses on this goal through a desire to unite people and communities through cricket, underpinned by our values.

Cricket has a long history in Scotland, with records dating back to the 18th century. Scotland became an associate member of the International Cricket Council (ICC) in 1994.

The Scotland men's and women's national cricket teams compete in various international tournaments and both teams have achieved recent notable successes, with memorable victories against higher-ranked teams and impressive performances in global competitions. These achievements have helped raise the profile of cricket in Scotland and inspire more young players to pursue the sport. The senior teams' successes have been backed up by the men's and women's U19 teams consistently reaching their respective ICC World Cups.

In addition to the national teams, Cricket Scotland is actively involved in developing cricket at the grassroots level. The organisation supports and organises various leagues, tournaments, and coaching programmes throughout the country. These initiatives aim to increase participation, identify talented players, and provide them with the necessary training and resources to progress in the sport.

What's happening in Cricket?

In addition to the significant high-performance success of our national teams, including Scotland's inclusion at our first ever ICC Women's T20 World Cup in 2024, Cricket Scotland is currently reviewing and updating our governance arrangements to ensure we build a high-performing governing body of sport for the future. To achieve this, we recently launched our 2024-2028 strategy – *Uniting People and Communities through Cricket* - which clarifies our vision and the actions we will take to achieve our strategic objectives.

Our strategy sets out a definitive vision and pathway for cricket in Scotland, with a particular focus on:

- Inspiring women and girls to play cricket
- Embedding a culture of equality
- Developing sustainable success on the pitch
- Cricket Scotland becoming a trusted and effective governing body

Why join us?

This is an exciting time for Cricket Scotland as we look to move forward as an organisation to deliver our vision for the sport. Scotland will also cohost to the ICC Men's T20 World Cup in 2030 with England and Ireland.

What is the role?

The Articles of Association for Cricket Scotland enable the appointment of up to five Independent, Non-Executive Directors (INED) of the Cricket Scotland Council Limited (CSCL) Board. The appointment of INEDs is vital for ensuring effective governance, accountability and objectivity in decision-making of the CSCL Board.

INEDs' independent judgement, combined with diverse professional experience, contribute to more balanced strategic discussions and risk management. The presence of INEDs on the CSCL Board supports transparency, builds stakeholder confidence, and promotes long-term organisational resilience and success.

Role Description

As a Non-Executive Director, you will have responsibility for:

Drive Cultural Change

- Play a central role on the Board of Directors focused in driving cultural change within Cricket Scotland and across Scottish cricket.

Strategic Planning and judgement

- Fully participate in the Board's involvement in strategic planning and key decision-making processes.
- Bring outside knowledge, experience, and innovative perspectives to the organisation by acting as a project sponsor for various initiatives.

Accountability and Implementation

- To take shared responsibility for the performance of the organisation, monitoring performance to ensure Cricket Scotland achieves its vision, purpose and strategic priorities, operating as a high performing organisation.
- Contribute to a collective sense of accountability within the Board to ensure successful implementation of all funding annual targets, long terms objectives, special conditions and any other report recommendations.

External Relations and Representation

- Develop external relationships with relevant partners and stakeholders in conjunction with the Chair and CEO.
- Represent Cricket Scotland at various meetings and events, contributing to the organisation's profile and impact.

Board Engagement and Oversight

- There is an expectation that Board members will make every effort to attend all Board meetings and devote sufficient time to become familiar with Cricket Scotland, Scottish cricket and the wider cricket eco system.
- Actively participate in enthusiastic debates and provide constructive feedback and clear thinking at all Board meetings.
- Share collective responsibility for the Board's judgement and outcomes.

Subcommittee Involvement

- Serve as a member or Chair of sub-committees as requested by the Chair, leveraging expertise and experience in specific areas.

Corporate Governance and Compliance

- Ensure Cricket Scotland complies with standards of good corporate governance, including risk management and fulfilling Audit and Remuneration responsibilities.
- Act as a Director of Cricket Scotland, working in the organisation's best interests in line with the Companies Act 2006.

Person Specification

To be considered for this opportunity, you should be able to demonstrate the following skills, experience and knowledge:

Essential

- A proven track record in serving as an Independent Non-Executive Director or in a similar role, ideally with experience in driving cultural change and governance.
- Experience as a Director, or in a similar senior role, within a company or equivalent organisation.
- Expertise in areas such as Finance and Audit, Legal and Governance, Elite Performance Sport, Commercial, Marketing and Communications, or Broadcast (other relevant specialisms will also be considered).
- Strong analytical and negotiation skills, with the ability to bring innovative ideas and external perspectives.
- Knowledge and practical understanding of corporate governance.
- A flexible approach to the role, including availability for some evenings and weekends.
- A clear commitment to equality, diversity and inclusion.
- Excellent communication and interpersonal skills, with the ability to build effective relationships with fellow Board Directors and key stakeholders.
- The ability to contribute constructively and collaboratively as part of a diverse Board.

Desirable

- Knowledge of the sporting landscape in Scotland, including Scottish cricket and the organisations that support its delivery at a domestic level.
- Understanding of international cricket and Cricket Scotland's role as an associate member of the ICC.
- A driving licence with access to a car.

Our commitment to equality, diversity and inclusion

Cricket Scotland is committed to equality, diversity and inclusion in everything we do. We believe that diversity of perspectives, backgrounds and experiences leads to stronger governance and

decision-making.

In line with the Gender Representation on Public Boards (Scotland) Act 2018, and our organisational values, we are actively working to increase the representation of women on our Board. We therefore strongly encourage applications from suitably qualified women, who are currently under-represented at this level, as well as from individuals from other under-represented groups.

Our ambition is to build a Board that reflects the diversity of the communities we serve and ensures cricket in Scotland is truly a game for all.

Time Commitment

If you wish to be considered for this opportunity, it is important that you are aware of the commitment required to serve effectively as an Independent Non-Executive Director:

- The role requires attendance at the Cricket Scotland AGM and at Board meetings, of which there are currently six per year. Directors are expected to attend these meetings, unless exceptional circumstances apply.
- Board and committee meetings are normally held in person at locations across Scotland, so candidates must be able and willing to travel within Scotland to attend.
- Travel across Scotland and occasional overnight accommodation may be required as part of this role. In addition, as an international sport, there may be occasions where Board members are asked to undertake international duties or represent Cricket Scotland abroad.
- Physical presence is required at all Board meetings held in person; virtual attendance is permitted only when the meeting is convened online.
- In addition to Board meetings, you may be asked to participate in sub-committees, represent Cricket Scotland at domestic or international events, and prepare in advance for discussions and decision-making. Overall, the role is likely to require on average 1–2 days per month.
- Reasonable travel expenses will be reimbursed; however, the role is intended for individuals who can attend meetings in Scotland without reliance on long-distance or international travel.

Application Process

To apply for this opportunity please select click [HERE](#) and head to our recruitment portal, where you will be asked to initially provide your personal details, and then to upload a copy of your CV and a cover letter that shows your interest in this opportunity, and what you will bring to this role.

The closing date for the post is 2 October 2025.