



CRICKET WEST INDIES

Chief Executive Officer

Background

Cricket West Indies (CWI), which is headquartered in Antigua, is the governing body responsible for cricket in the West Indies. Its mission is to grow, promote and guide the development of the game in communities of the West Indies.

CWI is currently seeking a dynamic and visionary Chief Executive Officer (CEO) to lead the organization and drive its strategic objectives, ensuring the continued success and growth of cricket in the West Indies.

The Role

The CEO leads the creation of a high-performance culture, the management and effective deployment of all human and financial resources, the implementation of a robust corporate governance and legal structure, the stewardship of the CWI brand & stakeholder relationships and the maximisation of commercial, marketing, event and cricket activities to achieve the company's mission, vision and strategic objectives.

Key Areas of Services & Deliverables

- **Leadership:** Assume full accountability to the Board for all aspects of the company's operations and performance.
- **Strategic Management:** Ensure implementation of the 2024-27 Strategic Plan and report to the Board on progress and agreed strategic key performance indicators, priorities and objectives of the organization.
- **Oversight of Culture and Organisational Development:** Drive the development of a high-performance culture within CWI, ensuring top performers are recognized and supported, while addressing underperformance. Promote leadership development, talent retention, and capacity-building initiatives that reinforce CWI's strategic objectives.
- **Operational Management:** Oversee an Annual Operating Plan aligned to the Strategic Plan for presentation to the Board for its review, input and approval.
- **Risk Management:** Identify systems to recognize and manage risks within the framework of a Risk Management Policy and procedures approved by the Board aimed at mitigating risk to cricketers, its people, programmes, assets and reputation.
- **Organisational Effectiveness:** Ensure the development and execution of an appropriate talent and organisational capacity strategy to deliver performance objectives.
- **Governance:** Ensure a culture and ethos of compliance with legal, regulatory and governance obligations and that these are regularly reviewed by the Board.
- **Commercialisation, Marketing & Communications:** Effectively monitor efforts to maximize commercial opportunities, drive brand growth, and enhance stakeholder engagement through innovative marketing and communications strategies.
- **Diversity, Equity, and Inclusion:** Champion a culture of diversity, equity, and inclusion within the organization, ensuring CWI fosters a respectful, equitable, and diverse environment at all levels. Implement strategies to increase representation and inclusion across gender, race, and ethnicity within the organisation and in its cricket operations.

*"To inspire, empower and unite the people of the West Indies, through cricket."
Accountability | Excellence | Integrity | Innovation | Respect | Unity*

- **Stakeholder Engagement:** Cultivate and manage effective working relationships with key internal and external stakeholders, ensuring open lines of communication and collaboration.

Qualification and Experience Required

Academic/Professional Qualifications:

- Master's in Management, Sports Management, Business Administration or similar discipline.
- Member of the Chartered Management Institute, Chartered Marketing Institute or similar professional organisation (would be an asset).

Practical Experience:

- Minimum 10 years working experience in a senior management role at the strategic level in a reputable organisation.
- Experience working in a Sports Management organisation at an executive level for at least 5 years would be an advantage.
- Demonstrated strategic, financial, and operational management experience.
- Deep appreciation and understanding of the game of cricket, with a strong affinity for West Indies cricket, including its history, culture, and importance to the region. Good understanding of the business of cricket is ideal.

Technical Knowledge/Skills/Competency:

- Financial management including forecasting & budgeting; financial strategy formulation; financial risk analysis; financial analysis and interpretation.
- Sound understanding of corporate governance principles.
- Change management knowledge.
- Strong commercial acumen.

Fully Skilled/Competent:

- Strategic thinking with the ability to create and articulate a vision and the capacity to plan and prioritise at a strategic level.
- Business leader, able to provide strong commercial leadership necessary to ensure the successful delivery of the business plan and longer-term strategic goals.
- Strong brand and positioning skills, with the ability to identify and develop commercial and marketing opportunities for CWI, delivering stable and diverse revenue streams.
- Superior presentation and communication skills, with a personal presence and the ability to act confidently as the public "spokesperson" for CWI.

Applications

For a detailed job description, please visit <https://www.windiescricket.com/cricket-west-indies/category/vacancies/>

Please send your curriculum vitae with a cover letter via email - recruitment@cricketwestindies.org to Human Resources Manager, Cricket West Indies, Coolidge Cricket Ground, St. George, Antigua, West Indies. The deadline for submission is 5pm AST on **30 September 2024**.

Please note that only shortlisted candidates will be contacted.