

Role Description and Person Specification

Role title:	Performance Advisory Group Member, Cricket Scotland.
Salary:	Voluntary position, with relevant expenses paid.
Location:	Various, including travel across Scotland, as required.
Reports to:	Chair, Performance Advisory Group.
Commitment:	A minimum of four meetings per year.
Term:	One term of four years, with an option of a second term.

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.

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 Scottish 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 co-host the ICC Men's T20 World Cup in 2030 with England and Ireland.

What is the role of the Performance Advisory Group?

Cricket Scotland is establishing a Performance Advisory Group (PAG) to support the continued development of its high-performance programme.

The Performance Advisory Group is one of the standing committees of Cricket Scotland Council Limited (CSCL) Board and will provide expert advice, constructive challenge and strategic input, to ensure that cricket Scotland continues to achieve high standards across all areas of performance.

Key responsibilities

- Advise the Head of Performance on performance-related matters across players, coaches, support staff, and pathway development.
- Share knowledge, expertise, and networks to strengthen the programme.
- Review and provide input on:
 - Selection policies
 - Coach and support staff appointments
 - Training camp and tournament planning
 - Player welfare and development pathways
 - Cultural development
- Act as a sounding board for key decisions, offering constructive challenge.
- Check the suitability and progress of any relevant research projects and appraise their impact on performance outcomes for the sport.
- Support the Head of Performance with long-term strategy, succession planning, and risk management.
- Attend and contribute effectively at Committee Meetings, and attend relevant Cricket Scotland meetings and events, contributing to the organisation's profile and impact.
- Uphold the values of Cricket Scotland, act in the best interests of the game at all times, and play a central role on the Committee focused on driving cultural change within Cricket Scotland and across Scottish cricket.

Person specification

- Experience in high-performance sport (management, coaching, playing, sport science, management, or governance).
- Understanding of athlete development and performance environments.
- Upholds high standards of governance and compliance.
- Ability to think strategically and contribute constructively.
- Strong communication and collaboration skills.
- Whilst not essential a knowledge of cricket and/or Cricket Scotland is desirable.

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 committees and 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 committees and a Board that reflect the diversity of the communities we serve and ensure 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:

- A minimum of four committee meetings per year, held virtually or in person.
- Occasional ad-hoc input will be required via email/phone.
- Travel across Scotland and occasional overnight accommodation may be required as part of this role.
- In addition to meetings, you may be asked to contribute to working groups or represent Cricket Scotland at relevant events.
- Overall, the role is likely to require on average 1–2 days per quarter, including preparation and attendance.
- 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 this post is 31 August 2026.