



## Chief Executive of Sussex Cricket

(Based at the County Ground, Hove, East Sussex)

### Competitive Rewards Package



Sussex County Cricket Club is truly unique and is believed to be the oldest professional sports Club in the world. Sussex won its first County Championship title in 2003 after a wait of 164 years, and became the dominant team of the decade, winning ten trophies in ten years. In 2011 and 2012 Sussex reached one quarter final and three semi finals in the two cup competitions as well as rising each season up the table in Division One of the County Championship .

Sussex Cricket is also considered unique in the way the professional side of the game is fully integrated with the recreational and community elements. The Sussex Cricket Board, responsible for the governance and development of the recreational game, are continually delivering new and exciting programmes to Sussex communities, getting more people of all ages, abilities and genders playing our great game.

The current Chief Executive, Dave Brooks, is leaving at the end of 2012 after four very successful years in post. He has driven the business side whilst developing both the professional and the recreational game. He has overseen a major investment as the County Ground has been redeveloped into what we believe is the best non test match ground in England.

The job holder will take full responsibility for the delivery of the combined business strategies of Sussex County Cricket Club and the Sussex Cricket Board. You will have overall accountability for leading and developing all aspects of the business to ensure that it delivers the strategic objectives and performs against key targets to improve profitability, maximise commercial opportunities for match day and non-match income, increase participation in the recreational game, and become relevant in the community. One specific priority will be to drive consumer income from the Sussex County Cricket, Sussex Sharks and 1839 Events & Hospitality brands.

You will have a proven track record of leading a business and delivering improved performance (financial, commercial and operational). You will have outstanding leadership, people management, motivational and relationship building skills which will have been central to your success. You will have at least an appreciation of the professional and recreational aspects of the game and the changes that Cricket faces in the future. You will be able to balance the needs of the various stakeholders.



This is a challenging role but highly rewarding for the right candidate.

An application pack containing more details of the post (including an application form) is available on the Sussex CCC website ([www.sussexcricket.co.uk](http://www.sussexcricket.co.uk)). Alternatively to request a pack, contact Frances Stokes, HR Manager ([Frances.Stokes@sussexcricket.co.uk](mailto:Frances.Stokes@sussexcricket.co.uk)). Tel: 01273 827146.

**Closing Date:** 4pm on Friday 2nd November 2012

**Interview dates:** 13<sup>th</sup> & 14<sup>th</sup> November 2012. (1<sup>st</sup> round interviews)  
26<sup>th</sup> & 27<sup>th</sup> November 2012. (2<sup>nd</sup> round interviews)



## Sussex Cricket Job Description

<b>Job Title:</b>	<b>Chief Executive of Sussex Cricket</b>
<b>Reports To:</b>	<b>The Chairmen/Boards of SCCC &amp; SCB</b>
<b>Responsible For:</b>	<b>All Staff employed by Sussex Cricket</b>
<b>Direct Reports:</b>	<b>PA to Chief Executive Executive Team</b>
<b>Remuneration:</b>	<b>Competitive rewards package</b>

---

### Job Purpose

To formulate and implement the strategic goals and objectives of Sussex Cricket. To give direction and leadership toward the achievement of the philosophy, mission, strategy, annual goals and objectives of both organisations

### Key Responsibilities

#### Sussex Cricket Business Strategy

- Review the vision, mission and strategic objectives for Sussex Cricket
- Implement a Business Plan consistent with the objectives of Sussex Cricket and the ECB.
- Ensure effective planning takes place across all business areas of Sussex Cricket
- Work with the SCB and other stakeholders to deliver the ECB's agreed vision, objectives and outcomes for recreational cricket and to maximise the benefits of performance related fee payments.
- Report to the Boards on business performance and key issues

### Management & Leadership

- Provide effective leadership and management to all Sussex Cricket staff through the Executive Team to ensure cricketing and commercial objectives are met and exceeded
- Manage all aspects of contractual arrangements for professional players identified by the Pro-Cricket Manager



## **Finance/Business Compliance**

- Set, manage, present and deliver the annual Sussex Cricket budgets to the respective Boards
- Work with the Finance Manager and the Honorary Treasurer to ensure Sussex Cricket complies with all laws, regulatory standards, guidelines and best practices with regard to its business.
- Regularly review the management and governance of Sussex Cricket and to recommend to the respective Chairmen and Boards the appropriate changes to improve performance and effectiveness.

## **Human Resources**

- Effectively manage the human resources of the organisation according to authorised HR policies and procedures that fully conform to current employment legislation and best practice.

## **Commercial Operations, Marketing & Communications**

- Implement commercial plans which maximise match day and non-match day revenue and profitability
- Ensure all aspects of Sussex Cricket are effectively marketed to maximise media coverage and are recognised in the local community and throughout the Cricketing world.

## **Health & Safety**

- Ensure Sussex Cricket fully complies with Health and Safety legislation and implements best practice with regards to the management of Health & Safety at work.

## **Partnership Working**

- Develop effective working relationships/partnerships with Sussex Cricket's key stakeholders within the county.
- Develop effective working relationships with and represent the County at the ECB.

## Sussex Cricket - Chief Executive Person Specification

Essential Criteria	
<b>1. Qualifications</b>	
	Professional management/business qualification desirable
<b>2. Professional Experience</b>	
	Proven experience in a senior management role – minimum 5 years
	Experience of formulating business strategy, driving commercial priorities and project management
<b>3. Skills &amp; Knowledge</b>	
	Understanding and acceptance of the legal duties, responsibilities and liabilities associated with the role of Chief Executive
	Sound commercial understanding of the needs of Sussex Cricket
	Appreciation of Cricket and future developments in the game, at all levels
	Skills to analyse proposals and examine their business consequences
	Competent computer skills – ability to produce reports in a professional and effective manner
<b>4. Personal Qualities/Competences</b>	
	A strong leader and effective people manager
	Strong communication skills, an engaging public speaker, listening skills
	An effective delegator, ability to empower others
	An effective decision-maker
	An excellent negotiator
	Charisma, the ability to inspire and motivate others
	Sound independent judgment
	Honesty, integrity & accountability
	Ability to organise and prioritise work