



**FOUNDATION**



Sussex Cricket Foundation

# Appointment of Trustees

September 2022



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# Introduction

**The Sussex Cricket Foundation (SCF) is seeking to appoint two additional Trustees.**

This is an exciting opportunity for people who wish to be at the heart of promoting cricket for social good within Sussex. We are looking for collaborative individuals who demonstrate enthusiasm and integrity and who will inspire a passion for cricket in all our communities.

The SCF's aim is to actively change lives through cricket and to promote the sport to enhance social good within our communities. We have, for example, continued to grow interest and increase accessibility and participation in cricket across Sussex, particularly amongst underrepresented groups. Most recently this includes growth in our disability cricket programmes, the launch of our Urban Cricket Plans for Brighton and Crawley and seeing more of our community-based cricket clubs supporting Women and Girls cricket.

Please note that these are voluntary, unpaid posts, for an initial period of three years.

We are committed to improving the diversity of our Board of Trustees, specifically focusing on recommendations from Sport England's Diversity and Inclusion action plan. We welcome applicants from all walks of life and backgrounds who can bring diversity of thought and experience to the SCF.



# About the Organisation

The Sussex Cricket Foundation (SCF) is the charitable arm of Sussex Cricket and a wholly owned subsidiary of Sussex Cricket Limited. The Foundation is a registered charity and a company limited by guarantee. Its aim is to actively change lives through the power of cricket across Sussex and throughout its communities.

We use the game and the Sussex Cricket brand to deliver accessible playing opportunities that grow the sport, tackle inequalities, improve mental health and wellbeing, and enable people to fulfil their potential.

Our team (of 22 full time equivalent employed staff and boundless volunteers), led by our Community Cricket Director, deliver programmes and initiatives in schools, clubs, and community settings to help raise the profile of cricket, improve accessibility, and inspire the next generation of cricketers of all ages, abilities, and genders.

Through our Sussex Cricket Strategy our current priorities include:

- Disability Cricket (running the largest mass disability cricket event in the South-East and being the first County to host a disability cricket fixture).
- Women & Girls Cricket (currently 70 clubs running women & girls cricket).

- Urban Cricket (delivery of Urban Cricket Plans in Brighton & Crawley to improve cricket provision in two key diverse areas of our County).
- State School Cricket – in partnership with the Aldridge Foundation, Brighton Aldridge Community Academy is our state school of choice for cricket which provides opportunities for state school children to access high quality coaching in first class facilities.

The SCF is also responsible for running the world's largest adult cricket league, which boasts 350 teams from 145 clubs spread across 36 divisions. The SCF also oversees ground-breaking initiatives such as our Mental Health & Wellbeing Hub, and is the first County to have its own bespoke hub for anyone that needs to find hope and/or support.

The profile of the SCF is rising both locally and nationally. We continue to find new supporters, sponsors and donors who want to support the amazing work we do across Sussex. The total revenue of the Foundation was £853,000 in 2021 and is anticipated to be £1 million in 2022.

To view the work of the Foundation please take a look at our last [Impact Report](#) or visit our [website](#).



## The Role

SCF Trustees are appointed by the Board of Directors of Sussex Cricket Limited, in collaboration with the existing SCF Trustees and the SCL Nominations Committee.

Trustees are primarily responsible for providing coherent leadership and a clear sense of direction for the charity.

Trustees play a vital role in:

- Ensuring that SCF operates effectively, with integrity, and in accordance with the requirements of the Charity Commission and the SCF Articles of Association.
- Contributing to the development and ensuring the effective implementation of the strategy, business plan, and budget of the SCF.
- Monitoring the performance of the SCF (with particular emphases on finance, risk, and safeguarding) and correcting it where necessary.
- Promoting the activities of the SCF across all communities in Sussex.
- Actively promoting equality, diversity, and inclusivity throughout the management and activities of the SCF.
- Providing guidance and support to the Director of Community Cricket, staff, and volunteers.

The Board of Trustees welcomes all applications, particularly those from individuals who can demonstrate experience in:

- Fundraising (and event management associated with fundraising),
- Widening participation in cricket across all ages, abilities, ethnicities, and genders, and,
- Developing schools, club, and community cricket, including disability, women, and girls' cricket.

**Location:** Trustees meetings are held at 1st Central County Ground, Eaton Road, Hove, BN3 3AN.

**Remuneration:** This is an unpaid appointment.

**Time commitment:** There are six formal meetings of SCF Trustees each year and an overall commitment of around one to two days per month can be anticipated.

**Term time:** Initially for a period of three years but with potential to be extended by agreement.

# Person Specification

## Trustees will have:

- Empathy with and display a passion for promoting cricket in its various forms and across all communities in Sussex.
- A demonstrable track record of leadership.
- Stakeholder management skills.
- Commercial awareness.
- A strong commitment to the principles of equality, diversity and inclusivity.
- Integrity, good judgement, and independence of mind.
- A commitment to strong teamwork, accountability and transparency.
- Excellent communication skills.
- Well-developed interpersonal skills.

## Trustees will also:

- Be proactive self-starters who can motivate and engage with widely differing individuals.
- Display creativity.
- Be empathetic.
- Demonstrate a commitment to principles of equality, diversity, and inclusivity.





# How To Apply

For information on how to apply, please visit <https://candidates.perrettlaver.com/vacancies> quoting reference number **6074**. 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 applications is **9am (BST) on Monday 3<sup>rd</sup> October 2022**.

Sussex Cricket Foundation will be supported in this appointment by executive search firm Perrett Laver. Any initial enquiries should be directed to Omar Begg on +44 (0)20 3928 7343 or [Omar.Begg@perrettlaver.com](mailto:Omar.Begg@perrettlaver.com).

## Accessibility

For a conversation in confidence, please contact Omar Begg on +44 (0)20 3928 7343 or [Omar.Begg@perrettlaver.com](mailto:Omar.Begg@perrettlaver.com).

Should you require access to these documents in alternative formats, please contact Lina Franzen on [lina.franzen@perrettlaver.com](mailto:lina.franzen@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](mailto: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 on the basis of 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.

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## 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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