



Appointment of
**Managing
Director**
October 2024

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Introduction

Dear Applicant,

Thank you for your interest in joining Oxfordshire Cricket.

As a Board, we are passionate about the role cricket plays as a force for good and strongly believe that the game has something to offer everyone. We aim to develop and protect the future of cricket by making it open for all in Oxfordshire.

We have a committed Board, a passionate Executive Team and loyal volunteers at all levels who support the game across the County. We are experiencing an exciting period of growth and development for our organisation and the appointment of this role will be pivotal.

We are seeking to **appoint a** Managing Director to lead our organization and to help us achieve our ambitions.

The organisation is at a pivotal stage in its development, and we are seeking a dynamic and commercially astute leader to take on the role of Managing Director. This is a unique opportunity to lead a dedicated team, drive positive impact across communities, and shape the future of cricket in Oxfordshire.

The successful candidate will bring proven leadership experience, have expertise in delivering new revenue lines, executing operational plans and will be passionate about cricket in Oxfordshire. They will help us to foster welcoming and positive experiences for all involved in cricket across Oxfordshire and to make a lasting impact in the County.

Our aim is to attract a wealth of talented, diverse candidates motivated to support us in developing and delivering our strategy and move us into a new era. If you share our vision and can help us in achieving our mission, we encourage you to apply.

More information can be found on the pages to follow.

We look forward to hearing from you.

The Board of Oxfordshire Cricket





About the Organisation

At Oxfordshire Cricket our purpose is *to make cricket open for all.*

We are responsible for growing the game through increasing participation at all levels in Oxfordshire. We manage a comprehensive programme of representative cricket for boys, girls, women and men. Our elite programme is a proven provider of talent to the first-class game. We work hand in hand with Sussex, our first-class partner in providing a progression pathway for our best young players.

Oxfordshire Cricket employs 9 full-time staff and 5 part-time staff with a larger casual workforce and an annual turnover of c. £800k. We have 86 affiliated clubs, 44 junior sections, 14 women's sections and 23 girl's sections.

Further information on our team can be found [here](#).

History

The Oxfordshire Cricket Board (OCB) was formed in 1996 as an amalgamation of the Oxfordshire County Cricket Club (OCCC) and the Oxfordshire County Cricket Association (OCCA). Oxfordshire were unique at this time in merging their County Club and Association into a single body, a move that is now being followed by other counties. In April 2011 the OCB was incorporated as a company limited by guarantee. This met one of the ECB's criteria for becoming a high performing County Cricket Board. We are one of the 41 voting members of the national governing body.

County cricket in Oxfordshire can be traced back to 1779 when the county played a match against Berkshire. By 1787 a County Club existed, the first such organisation in the UK. Although in and out of existence during the 19th Century, Oxfordshire was one of the founder members of the Minor Counties Cricket Association (MCCA) when it started its competition in 1895. After folding in 1906, the County Club was resurrected in December 1921 and has played in the Minor Counties Championship since that date.

Oxfordshire have been National County Champions on 5 occasions, in 1929, 1974, 1982, 1989 and most recently in 2021. In 2014 they were finalists in the Unicorns Trophy knock-out competition. In 2022 Oxfordshire won the T20 competition for the first time, beating Cambridgeshire in the final.

Aims

Our focus will be:

- To make a difference to the local community through the development of inclusive cricket.
- To develop and promote excellence within the game.
- To increase participation by attracting and retaining players, volunteers, officials and coaches into the game.



The Strategy 2020 -2024

Oxfordshire Cricket launched its strategy for cricket in Oxfordshire in April 2020. The strategy sets out the ambitions for Oxfordshire Cricket for the period 2020-2024 and aligns closely to ECB's **Inspiring Generations**.

The Managing Director will play a key role in developing our strategy for 2025 and beyond. This will be aligned with the ECB's latest strategy which will be released over the coming weeks.

During the process of producing our 2020-2024 strategy, we identified the following six priority areas:

1. Engage Children and Young People
2. Transform Women and Girls' Cricket
3. Make Cricket Accessible
4. Support our Communities
5. Grow and Nurture the Core
6. Thriving Performance Cricket.

Our strategy is available online [here](#) for your reference.

The expectation is that our new strategy will not only build on these areas, but also develop new areas of focus as we look to achieve our purpose to **make cricket open for all**.



Board and Leadership

In Oxfordshire we pride ourselves on having a strong governance framework that underpins all cricket activity within the Board and the County.

As a company limited by guarantee we are governed by our own Articles and Bye-Laws, Directors are elected by the members. The Chairman is appointed by the Directors and we hold ourselves accountable to key stakeholders and sponsors in providing the services that they fund.

Financially our aim is very clear, to spend what we receive, whilst at the same time taking a responsible decision to reserve funding for any employment risks. We have an independent assurance report and publish our accounts and annual report at the AGM each December.

As one truly integrated organisation we balance the challenges of participation with those of performance. Our Directors take responsibility for each of our functional areas. They attend regular meetings and are generally on hand to support and advise our workforce. Our salaried staff are aligned to three major areas, participation, performance and central services. The workforce attends regular Board meetings, where we review the operation and on a rotational basis review the work of each area, taking the opportunity to acknowledge performance and provide support on any issues.

Our current Directors can be found [here](#).



The Role and Person Specifications

The Opportunity

As Managing Director, you will have overarching responsibility for the management of all operations, resources, and strategic initiatives at OCB. You will work closely with the Board of Directors to deliver on our vision, leading the organisation's P&L, marketing, HR, finance, fundraising, and legal matters.

As a senior business leader, your key focus will be on diversifying and increasing OCB's income streams to ensure financial sustainability and growth, which in turn will enable the organisation to strengthen its impact with grassroots, community, and performance initiatives.

You will help to develop and oversee the delivery of the new 5-year strategic plan, which will align closely with the ECB's broader goals for the sport.

As the driving force behind the growth of OCB, you will also play a critical role in steering our not-for-profit activities, advising upon, and setting the appropriate organisational structure, expanding its impact in the local community, and managing stakeholder partnerships.

You will lead a motivated and dedicated team of professionals, passionate about growing the sport and community impact of cricket in Oxfordshire. We foster a

collaborative and inclusive working culture where innovation and teamwork are encouraged.

What We Offer

- Competitive salary in the range of £65,000 to £70,000, depending on experience, plus benefits including pension contributions and professional development opportunities.
- A critical leadership role in an organisation with a strong reputation and significant growth potential.
- The opportunity to be a key driver in the next chapter of Oxfordshire Cricket's development.



The Roles and Person Specifications

Role Responsibilities

- Lead and manage the day-to-day operations of OCB, with responsibility for all business functions, including finance, HR, fundraising, and legal compliance.
- Mentor and lead a dedicated team of staff to achieve business objectives.
- Drive commercial initiatives to ensure financial sustainability and growth.
- Develop and deliver the OCB's 5-year strategy considering key stakeholder requirements.
- Collaborate with the Board of Directors and external partners to drive community development, business growth, and cricket participation.
- Oversee fundraising efforts and partnerships to support grassroots, community, and performance cricket programmes.
- Ensure best-practice compliance with all relevant laws and regulatory bodies, including safeguarding and diversity initiatives.
- Report to and work closely with the Board of Directors, ensuring clear communication and governance in line with the organisation's strategy.

The Person

Some of the key experience and expertise we are looking for include:

- Proven experience managing and leading a business.
- Track record of delivering against strategic objectives and leading successful projects.
- Experience in business and community development, with the ability to manage diverse stakeholder partnerships.
- Strong leadership and team management experience, inspiring high performance across staff and volunteers.
- Demonstrated experience in marketing, fundraising, or commercial growth, particularly within a sports or charity setting.

Additional experience that would support a strong application include:

- Knowledge of grassroots cricket or sports development.
- Experience in the charity sector, particularly in fundraising.
- Understanding of safeguarding, volunteer management, and community outreach.





How to Apply

To apply, please submit your Safer Recruitment Application and a cover letter detailing your experience and suitability for the role.

Applications will be reviewed on a rolling basis, and the position will remain open until filled. If you would like to be considered in our initial review, then please submit your application by **November 25th**.

Applications should be submitted to Chris Parkinson at cparkinson@oxoncb.com.

If you would like a confidential discussion about the role then please contact Peter Tervet the Oxfordshire Chairman at ptervet@oxoncb.com

Inclusion

Oxfordshire Cricket 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 based on age, disability, ethnic or national origin, family circumstance, gender, gender identity, marital status, nationality, political or religious beliefs, race, socioeconomic background, and sexual orientation, we would like to specifically invite applications from under-represented groups.

