



Role Descriptor – Director of Pathway Performance

Safeguarding Statement:

Herefordshire Cricket is committed to safeguarding and protecting the children and young people that we work with. As such, all posts are subject to a safer recruitment process, including the disclosure of criminal records and vetting checks. We ensure that we have a range of policies and procedures in place which promote safeguarding and safer working practice across our services.

Eligibility to be a Company Director

Subject to any provision in the company's articles, any person can be a Director unless they have been disqualified from so acting under the Company Directors Disqualification Act 1986 or by being an undischarged bankrupt.

Note, also that a Director or shadow Director of a company which has gone into insolvent liquidation is prohibited for five years from being a director or shadow director, or being involved in the formation or running of a company which has the same, or a very similar, name to the liquidated company. (Insolvency Act 1986, sec216). Finally, all applicants must be 16 years of age or over.

Term of Office

Directors are elected for a term of three years, but initially 'staggered' to avoid all terms maturing at the same time. Directors can serve for a maximum of three years and for a maximum of three terms (9 years maximum). The Chair is elected annually by the Board from within its number or alternatively appointed for up to three years.

Herefordshire Cricket Appointed Director Supporting Information

Herefordshire Cricket Ltd Board Directors are appointed against a set of technical skills, knowledge and experience, as well as competencies and behaviours. These are shown later in this document. Fundamentally, as a group the Herefordshire Cricket Board Directors must understand the potential of junior cricket, senior cricket, safeguarding, different geographical areas of Herefordshire and the opportunity to broaden the appeal of cricket to new markets.

The Herefordshire Cricket Board's role is to:

1. **Provide leadership and expertise to the company** in specific areas within the framework of prudent and effective controls, that enable risk to be assessed and managed.
2. **Set and review Herefordshire Cricket's vision**, mission and strategic aims, and ensure that the necessary financial and human resources are in place for the company to meet its objectives and review its performance.
3. **Set Herefordshire Cricket's values and standards** and ensure that its obligations to its members, associate members and others are understood and met.

Key elements of a Director's role

The following four headline elements summarise the Directors role in generic terms:

1. **Strategy** – Directors should constructively challenge and help develop proposals on vision, mission, and strategy.
2. **Performance** – Directors should scrutinise the performance of the professional workforce, in meeting agreed goals and objectives, and monitor the reporting of performance.
3. **Risk** – Directors should satisfy themselves on the integrity of financial information and that financial controls and systems of risk management are robust.
4. **Reputation** – Directors should constantly seek to establish and maintain confidence in the conduct of the company as well as build recognition of their individual and collective contribution, in order to maintain trust amongst fellow Directors and the membership.

Position Responsibilities - Director of Performance

- To support Herefordshire Cricket's delivery of the Participation elements of the strategy for cricket in Herefordshire.
- Effectively communicate and present the critical Member Organisational matters to the board of directors.
- To support the Herefordshire Cricket Professional Staff responsible for delivering the strategy around performance cricket, CAG, EPP, Development XI and National County XI
 - Performance Manager
 - General Manager where appropriate
- Support Member Organisations with their processes and programmes
 - Herefordshire Performance Cricket
 - Herefordshire EPP Programme
 - Herefordshire Senior NCCA's XI and Development XI
 - Herefordshire County Development Cricket

Herefordshire Cricket Directors are expected to:

- Uphold the highest ethical standards of integrity and probity.
- Bring valuable experience to the Board.
- Support, where and when necessary, the Lead Officer (GM) and Professional Staff in their leadership of the business while monitoring their conduct and performance.
- Question intelligently, debate constructively, challenge rigorously and decide dispassionately.
- Listen sensitively to the views of others, inside and outside the Board.
- Gain the trust and respect of other Board Directors and the membership.
- Promote the highest standards of corporate governance for Herefordshire Cricket and seek compliance at every opportunity.
- Promote the strategic interests of Herefordshire Cricket internally and externally.
- Avoid situations where the interests of Herefordshire Cricket conflict with personal interests or duty to a third party.

Herefordshire Cricket Appointed Director Supporting Information

Time commitment / remuneration

- **Board/Executive meetings** – attendance at a minimum of 6 Herefordshire Cricket Ltd meetings annually, and 6 Operational Group (Performance) meetings on a bi-monthly basis.
- **AGM** – this is usually in March and the date is set in advance. Board Directors are expected to attend this event.
- **Herefordshire Cricket official activities** – Board Directors are asked to attend official events such as presentations, competition finals and relevant meetings to their position. This is accepted to be on an ‘as available’ basis and is therefore not specified as a number of events/days.
- **Expenses** – mileage is paid at a set rate of 30p per mile. Other reasonable expenses are reimbursed such as rail travel, hotel costs, bridge tolls etc. upon prior approval.
- **Remuneration** – all Board Directors, are non-executive roles and therefore voluntary and unpaid.

Herefordshire Cricket High Performance culture

Herefordshire Cricket aims to develop a culture where high performance is the norm and people are supported to be the best they can be. As well as technical skills, knowledge and experience, the competencies and behaviours that will support this aim have been developed which we want all people in Herefordshire Cricket to demonstrate.

Below are the technical skills, knowledge and experience that we require of our Board Directors as well as the competencies and behaviours that have been identified by Herefordshire Cricket.

We do not expect applicants to have all of the technical, skills or experience listed below. However, we want our Board Directors as a group, to have all of them. We will provide learning and development opportunities for the Board as a group to ensure they are supported in their role. We have the opportunity to appoint Directors from within Herefordshire Cricket thereby ensuring the fundamental link between Board policy development, affiliated organisations and the future health of the game. In addition to the skills, knowledge, experiences and competencies listed below, as a group, Directors from within Herefordshire Cricket need to have a sound understanding of the potential of the junior game, the senior game, safeguarding, the game in different geographical areas of Herefordshire, and the opportunity for the game to broaden its appeal to new markets.

Performance and Pathway Director

Roles and Responsibilities

- To be the Board lead on Herefordshire Cricket performance and pathway for all county age groups, development 11's and first elevens
- To liaise with and assist as necessary the performance / pathway managers to ensure the smooth running of all the above elements of our programs

- To attend as many training sessions and fixtures as possible to provide feedback to the performance / pathway managers
- Assistance as required in the selection of squads and teams at all levels
- Oversee our pathway / performance relationship with Worcestershire CCC
- Attendance at bi-monthly board meetings
- Attendance at bi-monthly performance operational group meeting

For further information and a brief informal discussion please contact

Dave Phillips (Chair) on 07894 390 753

For an application form please contact kirstysockett@herefordshirecricketltd.co.uk

ENDS

