



Candidate Brief

Brief for the position of
Chief Executive, Nottinghamshire County Cricket Club
February 2012



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Background

The Club

Nottinghamshire County Cricket Club is a limited liability company registered as an Industrial Provident Society in 1999. The Club was established in 1841 and Trent Bridge is the third oldest Test Match ground in the world. The Club is responsible for all aspects of professional cricket in Nottinghamshire and has a significant role to play in recreational cricket throughout the county endeavouring to help increase participation and develop a pathway for juniors to reach professional level. This is achieved through the Notts Cricket Board, its own development department and the Community Sports Trust (the Club's charitable arm).

The Club runs its own academy for elite players from 15 to 18 years old and operates the Lady Bay ground which it owns with Boots and the Nottingham RFC. The ground is situated half a mile from Trent Bridge and is a key strategic asset to the Club.

The Community programme the Club runs is the envy of other counties and is instrumental in forging our excellent relationship with the Local Authorities.

General

- The Chief Executive is the senior employee of the Club and is appointed by the General Committee.
- The Chief Executive reports to the Nottinghamshire CCC General Committee through the Club Chairman.
- The Club is governed through a General Committee and two main Sub-Committees – Commercial & Finance and Cricket. In addition to the two main Sub-Committees the Club operates an Audit & Remuneration Committee which meets twice per year, and a Ground Development Sub-Committee.
- 12 Members are elected to the General Committee for a three-year term.
- The Officers of the Club are:

Chairman	Peter Wright
President	Michael Smedley
Vice-Chairman	Richard Tennant
- The Sub-Committee Chairmen are:

Commercial & Finance	Ray Dawson
Cricket	Bill Taylor
Ground Development	Colin Maber
- The Chief Executive has the following direct reports:
 - Deputy Chief Executive
 - Director of Cricket
 - Financial Controller
 - Community Sports Trust Manager

Head Groundsman
Facilities Manager
Special Projects Manager
Personal Assistant

In addition, the Chief Executive has the overall responsibility for managing relationships with the Club's Human Resources and Health & Safety consultants and for the Lady Bay Sports Ground.

■ The CEO sits on the following internal Committees/Boards:

General Committee
Commercial & Finance Sub-Committee
Ground Development Sub-Committee
Safety Advisory Group (Chaired by Nottinghamshire County Council)
Nottinghamshire Sports Club – re Lady Bay Sports Ground (Chaired by Committee member David Beaumont)
Chair and Trustee of Trent Bridge Community Sports Trust
Health & Safety staff meetings
Nottinghamshire Cricket Board (NCB). CEO is a Director of the NCB.

The current CEO Chairs and is represented on several external Boards with the twin objectives of promoting the Club and networking. It will be for the new CEO and Chairman to decide on the new CEO's responsibilities in this connection.

The Role

Challenges and Opportunities facing the new Chief Executive

The medium term strategy for the Club is already set out in the light of Nottinghamshire securing Gold Package A in the recent 'Whole Game' process, administered by ECB. The new Chief Executive will be expected to focus on the following:

- Securing sufficient external funding to enable the development of a new scoreboard and replay screen to take place in the winter of 2012/13.
- Develop a proposal to redevelop the William Clarke stand by winter 2014/15 and raise sufficient external finance/capital from Public and Private Sectors to facilitate this.
- Continue to deliver operational excellence and develop a strategic plan to facilitate winning the right to stage the 2019 World Cup and a 2019 Ashes Test Match for Trent Bridge.
- Expand income generating areas of the Club and restructure/expand the Commercial team and to ensure that taking the catering in house (from Oct 2011) is a success.

- Build on the success of the Club's Community programmes to leave a lasting legacy from the 2013 and 2015 Ashes series.
- Manage the Club's cash flow to ensure that sufficient headroom is available over the five year period (2012 to 2016) to meet the Club's liabilities.

Notwithstanding the above it will be necessary to develop a longer term strategy to ensure Trent Bridge remains the top Test Match venue outside of London.

The Candidate

Ideal Experience

- A significant Commercial track record.
- Experience of planning, managing and operating major events, preferably in the area of spectator sports.
- A track record in brand management and development.
- Programme/project design and development.
- A grasp of modern technology, especially e commerce and marketing.
- Successful management of medium-sized teams and large 'virtual' teams.

Key Competencies

- Strategic dexterity with the ability to turn policies into actions. (A strategic thinker).
- Ability to represent the Club within key Local, Regional and National communities.
- Ability to communicate effectively with local and national media.
- High level of integrity and honesty and ability to gain trust quickly.
- Financial expertise/literacy.
- Commercial acumen.
- Collaborative style with the ability to work within a Committee structure.
- Demonstrate a passion for cricket and an understanding of how it can influence people's lives, particularly the involvement of local communities.
- An outgoing personality capable of representing the Club at social and business functions.
- The ability and experience to develop and help train direct reports.

How to Apply

Nottinghamshire County Cricket Club is an equal opportunities employer and would welcome applications from a fully diverse range of candidates, regardless of age, gender, ethnicity, sexual orientation, faith or disability.

To apply candidates should send the following:

- Letter of application highlighting your motivation for the post and relevant experience
- Up to date curriculum vitae
- Details of current remuneration
- Names and contact details for three referees (referees will not be contacted until final interview stage)

Applications should be sent online at www.odgersberndtson.co.uk/38073, quoting the reference: SPC/38073. This is the preferred method of application.

As an alternative, you can apply by email: sports.response@odgersberndtson.co.uk

By post to:

Response Manager
Odgers Berndtson
11 Hanover Square
London
W1S 1JJ

Please quote reference: **SPC/38073**

For a confidential discussion about the role, please contact:

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