



MIDDLESEX
CRICKET



Middlesex in the Community
Appointment of

Trustees

November 2023



AMERICAS ASIA PACIFIC EMEA

Contents

- 03 About MITC
- 04 The Role
- 06 Who we are looking for
- 07 How to Apply





About MITC

Middlesex in the Community (MITC) is a new initiative charged with the delivery of physical activity, health, education, wellbeing, and social inclusion in Middlesex. We are the participation and community arm of Middlesex County Cricket Club (MCCC), and whilst governed by our own board of Trustees, we report periodically into the club's main board.

Our mission is to increase participation and engagement across our diverse county and run exciting projects which deliver lasting impact, making cricket more accessible for all.

We want everyone to say that 'cricket is a game for me', and are committed to equity, diversity, and inclusivity at every level. We are also committed to removing barriers to engagement and participation, particularly amongst communities that have a history of exclusion and who are underrepresented in the grassroots and professional levels.



The Role

We want to grow and strengthen the game, support our local communities, and inspire the county we serve by drawing on the knowledge of our people, the reach of our brand, and our cricket expertise to deliver positive outcomes.

To help us achieve our ambitions as we approach the next phase in our development as a charity, MITC is now seeking to recruit 3 new Trustees to join our Board.

Joining MITC as a Trustee affords you the opportunity to play a key role in our strategic oversight and leadership. You will have an appreciation for the role of contemporary governance and the responsibilities of Non-Executive Directors, the ability to work collaboratively in a complex stakeholder environment, and will bring empathy and a vision for the wider culture of MITC and our communities.

We are seeking Trustees who are inclusive leaders, committed to increasing the accessibility of cricket within Middlesex, and willing to offer their professional skills and experience towards delivering on MITC's vision.

MITC welcomes all applications, particularly those from individuals who can show evidence and experience in the following areas:

- Fundraising
- Governance
- Equity, Diversity, and Inclusion



MITC recognises and embraces the benefits of a diverse board and an inclusive culture. We encourage individuals from all backgrounds to apply for these roles, including women, those from ethnic and cultural backgrounds historically underrepresented at board level, the LGBTQ+ community, and disabled people.

Time Commitment

We anticipate that this role will be a minimum of one day per week throughout the period of office.

Term of Office

The successful candidate will be in post for an initial 2-year term of office.

Location

The candidate will be able to work remotely, however will be required for in-person meetings / events, likely to be across Middlesex but mainly at Lord's Cricket Ground.

Remuneration

This is a voluntary position.



Who we are looking for

This is an exciting opportunity for collaborative and proactive individuals who are passionate about engaging with stakeholders and communities to deliver impact across the county.

All Trustees will:

- Input into and constructively shape MITC's strategic aims
- Have the creative drive to identify issues for consideration and action
- Set MITC's values/standards
- Establish necessary policies and procedures to aid the pursuit of MITC's objectives
- Exercise independent judgement, reasonable care, skill, and diligence
- Be able to work collaboratively with other board members, challenging and supporting them to reach decisions
- Ensure the board receives and scrutinises progress against key areas of work, risks, and challenges
- Seek ways to drive progress around EDI across all areas of MITC's work

Knowledge, experience, and skills

- Strong decision-making skills that allow informed choices to be made
- Excellent interpersonal and stakeholder management skills
- A track record of collaborating in the pursuit of strategic priorities

- Experience of working within a similar context to MITC
- The ability to listen effectively, ask probing questions, and articulate pragmatic possible solutions
- Relevant knowledge, experience, and skills (e.g. fundraising, EDI, governance)
- A passion for cricket and the sport and physical activity sector
- A passion for enhancing diversity in the game and championing our goals to widen engagement and participation
- Understanding of (or willingness to learn) the local, regional, and national networks relating to cricket, sport, and physical activity
- Understanding of planning for business growth
- A demonstrable track record of visible and inclusive leadership, and promoting greater equality, diversity, and inclusion

Personal Qualities

- A passion for sport and physical activity
- Strong communicator
- Committed to EDI and widening participation
- Independence
- Objectivity
- Discretion
- A commitment to charitable fundraising



How to Apply

For further details, including the job description, person specification, and information on how to apply, please visit <https://candidates.perrettlaver.com/vacancies> quoting reference number **6967**. 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 **9:00am (BST) on Monday 11th December 2023**.

MITC will be supported in this appointment by executive search firm Perrett Laver. Any initial enquiries should be directed to Jake Smith at jake.smith@perrettlaver.com or +44 (0) 20 39287374.

Accessibility

Should you require access to these documents in alternative formats, please contact laura.vargas@perrettlaver.com or +44 (0)20 7340 6225.

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.

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 based on 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.

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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