



**CRICKET  
IRELAND**



**Independent Non-Executive Directors  
Candidate Brief**

## BACKGROUND

Cricket Ireland is the national governing body (NGB) for the men's and women's game throughout Ireland, with ultimate responsibility for its national and international aspects. Its formal title is The Irish Cricket Union Company Limited by Guarantee. The future of Irish cricket is very bright given the growth of the sport driven by significant success on the international stage in the last decade leading to an unprecedented visibility for Irish cricket at home and abroad.

Our emergence as a sport of national significance is growing following the elevation of Cricket Ireland to ICC Full Membership and Test Status, along with entry into the sport's Future Tours Programme in both the men's and women's game that now sees Ireland playing consistently against the best teams in the world for the foreseeable future.

Cricket Ireland periodically reviews the skills and experience specifications desired to ensure its Board of Directors best fulfils its remit to oversee a successful commercial organisation, promoting exemplary corporate governance and transparency whilst continuing to develop as an effective and representative governing body fully equipped to lead, develop and govern the sport.

## THE BOARD

The Board comprises a Chair, six nominees from four Provincial Unions and five independent directors. All Board members are non-executive and act in a voluntary capacity.

Independent directors are appointed to bring specific additional skills and expertise to the Board and to provide independent judgement and objective challenge on issues of strategy, governance, performance and resources. 'Independent' is both defined narrowly – as not holding a position in any of our Provincial Unions – but also defined as not having a material relationship with Cricket Ireland ie. a relationship that might interfere with the exercise of a Director's independent judgement.

Scheduled meetings take place approximately every two months. Attendance is possible by Zoom if necessary, but the successful candidates are encouraged to attend meetings in person. Each Board member is likely to be asked to serve on at least one sub-committee, which have varying meeting patterns.

## ROLE AND PURPOSE OF THE POSITIONS

CI's Board and Governance Committee conduct periodic reviews of the Board's composition and skillsets to ensure that the Board is optimally structured to deliver Directors' fiduciary duties, CI's obligations to its stakeholders, and the organisation's strategic objectives.

Three independent Director vacancies will be created at the organisation's next AGM on May 7<sup>th</sup>, and the CI Board has directed the Nominations Committee to make recommendations for suitable candidates for the CI Board at its late March meeting preceding the AGM.

In line with the Irish Government target of achieving appropriate representation by women on NGB Boards, the CI Nominations Committee will be recommending to the Board that 2 out of the 3 advertised positions are filled by female candidates. The preferred skills and experience sought for the 3 positions are as follows (although the Board reserves the right to recruit the candidates with skills/experiences which are ultimately deemed to serve the best interests of Cricket Ireland at any given time):

- ④ **Director 1 – Experience of professional sport at senior representative level (as player, coach, selector, media commentator or high-performance expert)**
- ④ **Director 2 – Board level accountancy/finance/experience of leading or managing a significant business**
- ④ **Director 3 – Senior-level professional expertise in a digital/new media/marketing environment**

## GENERAL DUTIES OF DIRECTORS

- ④ Acting within the CI constitution and the law.
- ④ Faithfully fulfilling the fiduciary duties of a Board Director as specified within the Republic of Ireland Companies Act and adhering to the policies and procedures outlined in CI policies.
- ④ Acting in the best interests of Cricket Ireland at all times and particularly in relation to assets, property, statutory obligations and management requirements as outlined in CI policies.
- ④ Acting independently and not on behalf of any other person or organisation.
- ④ Abiding by Cricket Ireland's Conflicts of Interest or Loyalty policy.
- ④ Not accepting gifts or gifts in kind (above the value of €50 in a calendar year) in the capacity of Board member.
- ④ Acting with integrity, promoting the reputation of Cricket Ireland and not bringing the reputation of the organisation into disrepute.
- ④ Promoting and preserving the obligations of confidentiality and data protection within the Board and Cricket Ireland as a whole.
- ④ Providing adequate time and commitment as required to fulfil the role of Board member, adequately preparing for meetings and participating in committees and special events where appropriate and required.
- ④ Sharing responsibility for Board decisions and bringing a genuinely independent perspective to enhance decision-making.
- ④ Providing informed and impartial guidance and presenting views on topics in meetings while listening to and respecting the input and experience of other Board members.
- ④ Acting as a catalyst for improvement, challenging the status quo where appropriate.
- ④ Not interfering in the duties delegated to the staff but holding them to account through the CEO.
- ④ Working considerately and fairly with all in a way that respects diversity, different roles and boundaries and avoids giving offence.

## TERM

- ④ Initial term of three years
- ④ Directors may serve a maximum of two consecutive terms of three years

## TIME COMMITMENT

- ④ A flexible commitment of circa 15-20 days per annum including attending 6 scheduled Board meetings per year (and any additional Board meetings/calls as reasonably required).
- ④ Board sub-committee meetings (to be advised) – this may include chairing sub-committees and/or attendance as a regular member – to be agreed with each Committee Chair.
- ④ AGM
- ④ Match attendance as required.

- ④ Other key meetings and events, including participating in ad-hoc operational projects/meetings subject to availability.

## PROCESS

- ④ The closing date for expressions of interest will be Wednesday February 22<sup>nd</sup>.
- ④ A letter/email from the applicants describing what they would bring to the role and a concise CV setting out how and when the relevant experience has been gained should be sent by email to [info@cricketireland.ie](mailto:info@cricketireland.ie) for the attention of the Chairman of the Nominations Committee, and will be confidential
- ④ If deemed necessary by the Nominations Committee, online interviews will be held in the month of March
- ④ If the Board decides to recommend an appointment, it will nominate the person for election at the 2023 Annual General Meeting on May 7<sup>th</sup>, with a view to their joining the Board at its next meeting on June 21<sup>st</sup>