

HEAD OF INCLUSION & ENGAGEMENT

Competitive Salary + Benefits

Full-time

Flexible/Hybrid Working Considered

We're extremely excited to announce that we're looking to recruit a Head of Inclusion & Engagement into a brand-new position to support us on our journey to ensure that Lancashire Cricket is as welcoming and accessible as possible to people of all backgrounds and best reflects the many diverse communities that we represent as a county.

We want our staff and the people that visit and interact with us to be able to truly be their authentic selves. We also want everybody, irrespective of background, to enjoy coming to the Club, to face no barriers in making the most of their experience and to feel welcomed by all those they encounter. As a result, we are committed to ensuring that an inclusive culture is at the heart of the organisation and that the values that embody equality, diversity and inclusion are fundamental attributes of all our employees.

With the above in mind, our new Head of Inclusion & Engagement will use their experience and position as an integral member of the leadership team to act as a key influencer across all areas of the business. They will have responsibility for the coordination and Implementation of the Club's Equality, Diversity and Inclusion strategy with the aim of integrating the culture of EDI into the entire organisation.

As our Head of Inclusion & Engagement you will support and collaborate with the executive and leadership team on our inclusive strategies, which include recruitment, facilities, and guest experience. The aim being to ensure we have an environment that is as welcoming as possible and embraces all people irrespective of their characteristics. This is a wide-ranging role with a challenging remit that provides the opportunity to join a successful leadership team and make a difference.

Who are we?

Lancashire Cricket is a club with an enviable history and heritage that has been a first-class county since 1864, a world class international cricket venue, having hosted memorable matches both international and domestic over the decades. Firmly connected to the local communities and recreational cricket through the Lancashire Cricket Foundation, working across Lancashire to increase participation in cricket at levels in the game.

Emirates Old Trafford, the home of Lancashire Cricket is recognised as one of the UK's most prestigious venues for sport, business, leisure and entertainment with a capacity of up to 50,000 people for concerts; 26,000 for international cricket matches; meetings and events spaces for up to 2,000 delegates; a four-star hotel with 150 rooms, plus an on-site Caffè Nero, making Lancashire Cricket, Emirates Old Trafford a truly multi-faceted venue and organisation.

The Role and Responsibilities

A small selection of your responsibilities will include:

- Leading and activating the development of the Club's equality, diversity and inclusion strategy
- Working with key stakeholders to develop an inclusive recruitment strategy for the Club and Foundation
- Supporting the development of an inclusive facilities strategy and designing inclusive guest experiences
- Continuing to develop and support the work undertaken on Brand Champions for "Welcoming" across the Club,
- Developing existing and new relationships with key stakeholder groups within cricket and in the local area, to support our diversity and inclusion strategy from a fan engagement perspective
- Ensuring all internal departments are prioritising EDI in their work
- Organising the delivery of education and training on EDI

- Coordinating and delivering the Club and Foundation compliance and reporting requirements in respect of the County Partnership Agreement (CPA) on Equality Diversity and Inclusion
- Being the EDI lead as part of the Senior Leadership Group
- Ensuring the club works towards actively achieving external standards
- Developing and leading on EDI working groups that brings people together from across the club to deliver the EDI strategy

Requirements

As this is a new position, we're ideally looking for somebody who can demonstrate that they have:

- Detailed specialist knowledge of at least one equality and diversity area and a wide and robust knowledge of the others
- Expertise in relation to EDI legislation, policy and practice, including but not limited to the Equality Act 2010
- Significant experience of working on the delivery of EDI strategies and processes.
- Experience of planning and managing large and complex projects and audits with a track record in both setting and delivering relevant objectives and targets
- Experience of helping to initiate and deliver cultural change and/or organisational development programmes aimed at creating an engaging and inclusive organisation
- Identified and proposed solutions to address gaps or shortfalls in good practice.
- A proven ability to build and maintain relationships with a wide range of internal and external stakeholders.
- Supported the development of data and insight systems and to analyse complex data and present it in understandable ways
- Proactively identified when changes in policies and practices are needed or desirable

Benefits

- Holiday allowance increasing with service
- Lancashire Cricket season memberships
- Staff social events throughout the year
- Basic contributory pension scheme with option to join enhanced pension scheme, including life assurance, after 3 months service
- Health cash plan scheme
- Health & Wellbeing programme – including fitness classes, table tennis, yoga
- Discounts at the Lancashire Cricket Official Store, Trafford Cricket Centre, Hilton Garden Inn Emirates Old Trafford, Caffè Nero and with the Club's partners
- Free parking
- Opportunity for hybrid working (by agreement)

How to Apply

Please take a look at the full job description and if you have the experience and skills required, a passion for making changes when it comes to EDI and the enthusiasm and energy levels to engage and achieve this, please submit your CV along with a covering letter outlining why you should be considered for the role to careers@lancashirecricket.co.uk. Closing date for applications is **Tuesday 17th May 2022**.

We look forward to hearing from you if you have skills that support our future vision. Lancashire Cricket is an equal opportunities organisation, and we are committed to providing new opportunities and striving for greater diversity.

It is a priority for Lancashire Cricket to ensure our Club appropriately reflects the wider communities across the North West and as we strive to meet Sport England Guidance in this regard, we would welcome applications from individuals with the appropriate skills and experience that can also enhance our current diversity mix at the Club.