

## **Job Description**

### **Non-Executive Director (Commercial Operations Expertise)**

#### **LANCASHIRE CRICKET**

Steeped in history, Lancashire Cricket is a 162-year-old iconic sports club based at Emirates Old Trafford (Manchester), an award-winning multi-purpose venue, with a burgeoning year-round Conference, Hotel and Events business.

Our purpose is to win, inspire play and to make memories with a vision to make Lancashire Cricket the best place to enjoy cricket in the world.

We are dedicated to growing the love of cricket and developing talent, hosting major international cricket matches and concerts, delivering world-class events in a venue of international renown, and connecting people and communities through the best experiences making lasting memories shared between family, friends or colleagues.

In 2025, our Women's team were double champions, winning both the Metro Bank One Day Cup and the Vitality T20 County Cup.

#### **OUR PURPOSE**

Here to win, inspire play and make memories.

#### **OUR VISION**

To be the best place to enjoy cricket in the world.

To fulfil our vision, we rely on strong core values known as 'The Lancashire Way'.

- Driven
- Grounded
- Welcoming
- Unified
- Spirited

#### **OUR HOME**

Emirates Old Trafford, the home of Lancashire Cricket has played host to some of cricket's most iconic moments since 1864 and is now an award-winning world-class venue that has undergone a transformational redevelopment over the last decade.

It 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; 23,500 for international cricket matches; meetings and events spaces for up to 2,000 delegates; a four-star hotel with 250 rooms.

The venue has played host to some of the world's biggest sporting events, including six ICC Cricket World Cup 2019 fixtures, Ashes Test Matches and world-class concerts including Ariana Grande's 'One Love Manchester' concert as well as others by Beyonce, Rihanna, Foo Fighters and more.

## **ROLE SUMMARY**

We are seeking a Non-Executive Director to join the Board of Directors, bringing a strong background in Commercial Operations and Development within a business with a 35m+ turnover. The ideal candidate will play a critical role in guiding the Clubs operational and development strategy and ensuring sustainable growth. This individual will bring strong commercial acumen, strategic insight, and independent judgment to support the Board (specifically the Club Treasurer) and Executive team in driving the Club's commercial and financial performance.

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## **KEY RESPONSIBILITIES**

### **Board & Governance**

- Provide independent oversight, challenge, and support to the executive leadership.
- Contribute to effective governance, ensuring compliance with legal, regulatory, and fiduciary duties.
- Participate actively in Board meetings, offering impartial, informed, and constructive perspectives.
- Support the Chair in promoting a culture of integrity, accountability, and transparency.

### **Commercial & Strategic Contribution**

- Review and challenge site-level and group-wide operational performance metrics
- Ensure appropriate KPIs are in place to monitor productivity, quality, cost and safety
- Support the Board in identifying systemic underperformance or execution risks
- Provide objective input on turnaround and optimisation initiatives
- Ensure operational and development decisions align with the Club's long-term strategic objectives.

### **Risk Management**

- Oversee operational risk management across all locations
- Ensure appropriate frameworks exist for health & safety, regulatory compliance, and quality control
- Provide challenge on business continuity, crisis management, and resilience planning
- Ensure lessons learned from incidents are acted upon at board and executive level

### **Executive Support & Challenge**

- Act as a sounding board to the CEO and senior leadership on Operational/Development issues.
  - Maintain a constructive, independent stance, supportive yet willing to offer robust challenge.
  - Mentor and coach key executives where appropriate.
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## **QUALIFICATIONS AND EXPERIENCE**

### **Essential**

- Proven senior-level commercial experience (e.g., Managing Director, Business Owner, Chief Operating Officer, Strategy or Business Development Lead) within a business with a 35m+ turnover.
- A strong track record of driving profitable growth and commercial performance within a large company.
- Demonstrated ability of site development and Facilities Management experience.
- Ability to manage multiple complex profit centres and or sites as well as new development projects.
- Experience in board-level or advisory roles, with a deep understanding of governance.
- Excellent communication and influencing skills, with the ability to question constructively.

### **Desirable**

- Prior Non-Executive Director experience.
- Sector knowledge in property development.
- Multi-site operations experience.
- Experience in lifestyle, events, leisure, sport or destination specific business relevance.
- Understanding of ESG considerations and their commercial impact.
- A current Member of Lancashire Cricket (if not already a Member, a Membership must be purchased prior to the Annual General Meeting)
- An understanding of Cricket at any level

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## **SKILLS & ATRIBUTES**

- Independent, objective, and principled.
- Strategic thinker with a forward-looking mindset.
- Strong ethical compass and commitment to good governance.
- Collaborative, supportive team player who values diverse viewpoints.
- Willingness to commit adequate time and preparation to Board duties.

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## **TIME COMMITMENT**

- Approximately 7 Board meetings per year (plus a Strategy Day), plus committee responsibilities and ad-hoc consultations as required.

The successful candidate will:

- Serve as the Chair of the Clubs Development Committee (DevCom) and represent the Board in this capacity as required.
- Participate as a member of the Clubs Audit and Risk Committee as required.

Non-Executive Director terms run for three years with a maximum of three consecutive three-year terms.

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## **APPLICATION CRITERIA**

We look forward to hearing from you if you have skills that support our future vision, we would welcome applications with the appropriate skills and experience that can also enhance our current drive and objectives.

Please note the Non-Executive Director role is voluntary and unpaid. To apply, please submit a 250-word summary detailing relevant skills and experience along with your CV to: [boardapplication@lancashirecricket.co.uk](mailto:boardapplication@lancashirecricket.co.uk)

Closing date for applications is January 31 2026. Interviews for shortlisted candidates will take place in late February/early March 2026.