

Job Description

Non-Executive Director (People, Culture and Safeguarding 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 Beyoncé, Rihanna, Foo Fighters and more.

ROLE SUMMARY

The Non-Executive Director (People, Culture, EDI & Safeguarding) will provide expert oversight and strategic guidance on all aspects of the Club's culture, workforce strategy, leadership development, and equality, diversity & inclusion and Safeguarding.

They will act as an independent, values-driven voice on the Board, ensuring the Club fulfils its commitments to creating a positive, inclusive, and high-performing workplace. This NED will support and challenge the executive team to cultivate a culture that aligns with organisational purpose, drives engagement, attracts talent, and delivers long-term sustainable performance.

KEY RESPONSIBILITIES

Board & Governance

- Provide independent challenge and constructive support to ensure the Club meets its people-related governance and statutory obligations.
- Contribute effectively to Board meetings, particularly in areas of people strategy, culture, workforce, and EDI.
- Uphold and promote high standards of ethical behaviour, transparency, and accountability.

People & Culture Oversight

- Advise on the development and implementation of people strategies that support the Club's goals.
- Review and challenge workforce planning, recruitment, retention, and succession strategies.
- Oversee leadership development plans, performance frameworks, and organisational capability initiatives.
- Ensure the Club fosters a culture that encourages trust, wellbeing, collaboration, and psychological safety.

EDI Strategy & Impact

- Provide specialist insight into best practice EDI frameworks, metrics, and compliance.
- Support the development of inclusive policies, practices, and behaviours across the workforce.
- Ensure EDI considerations are embedded in key decisions, including recruitment, promotions, culture initiatives, and external partnerships.
- Champion the use of data-driven approaches to track progress, identify gaps, and improve outcomes.
- Provide board-level oversight and assurance that robust safeguarding policies, controls, and reporting mechanisms are in place and effectively implemented across the Club.

Executive Support & Challenge

- Serve as a sounding board for the HR Lead and senior executives.

- Bring an external perspective on people-related trends, risks, emerging legislation, and leading practices.
- Provide constructive challenge on the Club culture, leadership behaviours, and employee engagement.

Risk & Performance Oversight

- Ensure effective oversight of workforce-related risks, including succession, retention, capability, engagement, and culture.
- Monitor people metrics (e.g., turnover, DEI benchmarks, engagement scores) and challenge assumptions or areas of underperformance.
- Support the development of safe, compliant, and inclusive working environments.

QUALIFICATIONS AND EXPERIENCE

Essential

- Understanding of safeguarding across a large organisation with appropriate training to support the Club's strategy.
- Strong track record of shaping and executing people-centric transformation initiatives.
- Demonstrated expertise in EDI best practice, culture change, and inclusive leadership.
- Experience with organisational governance and an understanding of board-level responsibilities.
- Strong analytical skills and ability to interpret people-related data and culture diagnostics.
- Exceptional communication, influencing, and interpersonal skills.

Desirable

- Prior Board or Non-Executive Director experience.
- Previous experience of supporting a Nominations Committee and / or Renumeration committees.
- Senior leadership experience in HR, organisational development, EDI and culture.
- Knowledge of ESG frameworks and how people, culture, and EDI contribute to sustainability and social impact.
- Background in employee relations, organisational psychology, or talent strategy.
- 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.

SKILLS & ATTRIBUTES

- Values-driven and committed to building fair, inclusive, and equitable workplaces.
- Empathetic and emotionally intelligent, while maintaining independence and objective judgment.
- Strategic thinker who balances culture ambition with pragmatism.

- Collaborative, constructive, and comfortable providing robust challenge.
- Willingness to dedicate appropriate time to board duties and preparation.

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 Board's Safeguarding Lead and represent the Board in this capacity as required.
- Serve as the Board's Equality, Diversity and Inclusion lead and represent the Board in this capacity as required.
- Serve as the Chair of the Clubs Nominations Committee (NomCo) and represent the Board in this capacity as required.
- Form part of the Clubs remuneration committee (RemCo) and represent the Board in this capacity as required.

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

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

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