Independent Members of the

Governance, Nominations and Elections Committee

Sussex Cricket Limited (SCL) is seeking to identify and appoint two independent members to join its Governance, Nominations and Elections Committee.

The Governance, Nominations and Elections Committee (GNEC) oversees Sussex Cricket's governance framework, ensuring its constitutional documents, Rules, policies and practices remain modern, effective, enabling and aligned with the organisation's strategic objectives. The Committee oversees Board and Trustee appointments, succession planning and elections, promoting leadership that reflects integrity, diversity, inclusion and the skills required to support Sussex Cricket's long-term success.

The Committee has delegated authority from the Board to oversee the following matters and to make recommendations to the Board for approval where required:

Governance

- Oversee SCL's governance framework, ensuring that its Rules, constitutional documents, policies and governance arrangements remain modern, effective, enabling and aligned with the organisation's strategic objectives.
- Make recommendations to the SCL Board on governance matters, governance improvements and any changes required to strengthen organisational effectiveness, accountability and decision-making.

Compliance and Regulatory Assurance

- Provide oversight and assurance that Sussex Cricket operates in compliance with the County Partnership Agreement (CPA), applicable regulatory requirements, recognised sports governance standards and Board-approved policies.
- Monitor governance compliance and control effectiveness, advising the SCL Board on emerging risks, governance review outcomes and actions required to maintain high standards of governance and organisational integrity.

Board Effectiveness

- Oversee the Board effectiveness framework, including biennial Board and Committee effectiveness reviews, annual Director performance and development discussions, and the annual Chair performance review, reporting recommendations and outcomes to the SCL Board.

Board Composition, Succession and Elections

- Oversee the composition, capability and succession of the SCL Board, its Committees and the Sussex Cricket Foundation (SCF) Board of Trustees, ensuring an appropriate balance of skills, experience, diversity and leadership capacity to support current and future organisational needs.
- Provide oversight of Board, Trustee and elected representative appointments and elections, ensuring fair, transparent and compliant processes, including candidate eligibility, fit and proper person assessments, succession planning and alignment with the SCL Rules, governance standards and organisational requirements.

In seeking to appoint Independent Directors, Sussex Cricket welcomes applications from individuals with experience in areas such as:

- Board governance
- Search, recruitment or talent management
- Broad business leadership

Candidates should be able to demonstrate sound judgement, integrity, independence of thought and a commitment to high standards of governance, accountability and collaboration. Experience within sport, member-based organisations, regulated environments or other complex stakeholder settings would be advantageous.

Sussex Cricket recognises the value that diverse perspectives bring to effective decision-making and is committed to fostering an inclusive culture. We welcome applications from individuals of all backgrounds and are committed to building a committee that reflects the communities we serve.

Time Commitment and Location

- The role requires attendance at up to six Committee meetings per year, together with preparation time and occasional involvement in governance reviews, Board effectiveness activities and other Committee priorities. Members should expect to commit approximately five hours per month.
- Meetings are typically two hours in duration. Meetings are conducted through a combination of in-person sessions at the County Ground, Hove, and virtual attendance.

Term of Office

- Appointments are for an initial term of three years and may be renewed, subject to Board approval, for a maximum cumulative term of nine years.

Remuneration

Positions are voluntary.

How to apply

Please send a covering letter setting out how you meet the requirements of the role, with your CV to: Sam Holder, People Director at recruitment@sussexcricket.co.uk


SUSSEX CRICKET