SOMERSET CCC

CHAIR

Applicant information pack



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SOMERSET CCC



A welcome from Jamie Cox
Chief Executive, Somerset County Cricket Club (SCCC)

Our purpose as a Club is to inspire the South-West through cricket. Few, if any, counties can claim that cricket has as much relevance in its communities as Somerset does.

Cricket is the biggest sport in the county and indeed, in several parts of the South-West region. This provides a unique opportunity for the County Club, in partnership with the Somerset Cricket Foundation, to grow the sport and invest passion, time, and resources into ensuring that success is sustained for the benefit of future generations.

We constantly see cricket act as a force for good and have a positive impact on people's lives. It teaches physical and social skills while helping social cohesion. In many villages and towns, a local cricket club is the very hub of the community. Cricket has something for everyone, across all communities, whether it be watching, playing, or following the game. Cricket is a game for all.

In recent years, the Somerset men's team have gone from strength to strength on the field, enjoying considerable success. The team lifted the Royal London One Day Cup in 2019 before securing the Vitality Blast crown in both 2023 and 2025. The team has also spent more time in division one of the County Championship than any other. The profile and excitement of success inspires people from all backgrounds to participate in the game locally, whether it be as a player, coach, umpire, scorer, ground staff member, administrator, or volunteer.

The Somerset Disabled and Visually Impaired teams also do the County proud at national level. In 2025 both England captains for the Visually Impaired sides were Somerset representatives.

Somerset has long had a special affiliation with the women's game. England Women made their debut at the home of Somerset CCC in 1997 and since that day, the England team have regularly returned to Taunton. In 2009 our home also officially became the ECB's Home of Women's Cricket. This coincided with the ICC Women's World Twenty20 tournament, which saw Somerset stage all twelve group match fixtures in the competition. Since then, the women's game has gathered enormous momentum and developed significantly with multiply venues now used to showcase matches. However, we still consider ourselves to be the Spiritual Home of the Women's Game.

2025 saw the Club proudly become one of the eight counties to field a professional women's team under the County's banner for the first time.

Our regional player pathway is integral to a successful future, and the SCCC Pathway is a beacon within the English domestic game. Boys and girls age group teams provide young talent with the opportunity to progress, with several of our young players having gone on to represent England.

Off the field, the Club also plays an important role supporting the business community. In 2017, the Daily Telegraph reported that the International T20 match at the Cooper Associates County Ground between England and South Africa was 'worth around £1 million to the local economy'.

Somerset is the most popular sporting team in the region. As winners of the 'YouTube Channel of the Year' at the prestigious Broadcast Sports Awards in 2021, Somerset can boast the most engaged media following of any cricket club in the UK. The Club has the largest social media following of any First Class County and the largest following of any professional sports club in the South-West.

The Cooper Associates County Ground also provides facilities which are utilised throughout the year. There is a focus to build and grow our non-matchday business to increase the ground's exposure to new, non-cricket audiences and generate funds, which can be reinvested into cricket.

Another key strength of Somerset over the years has been its passionate and supportive Membership. Our loyal Members and supporters have been the heartbeat of the Club and will remain so.

As our outgoing Chair, Lord Barber steps down we are seeking to appoint a Chair who can maintain Somerset's place at the top table of cricket ensuring future success, and sustainable growth whilst continually inspiring the South West through cricket.

Jamie Cox,
Somerset CCC Chief Executive

SOMERSET CCC

LORD BARBER STEPPING DOWN

Lord Barber, is stepping down from his role as Chair of Somerset County Cricket Club with immediate effect with current Vice Chair, Richard Brice stepping up to the role of Chair whilst Somerset CCC undertakes a process to recruit the most suitable replacement.

Michael took on the role in 2022 and during his time with the Club the Men's team have lifted the Vitality Blast trophy on two occasions whilst the Club has also welcomed the introduction of a professional Women's team.

Throughout his tenure he has worked closely with the Club's Executive Board to ensure that Somerset CCC remains at the top table of the domestic game during a time of continued flux for the sport.

Regarding his decision, Lord Barber said: "My new responsibilities in the House of Lords make it impossible for me to carry on as Chair of Somerset Cricket – I simply will not have the time that the task demands and deserves.

"I have loved every minute of my four years as Chair. I am glad to say the Board has never been stronger and we have a good succession plan in place. In Jamie Cox we have a fantastic CEO who leads a strong Executive Team.

"We have strong relationships in the region and with the ECB and finished last year with a budget in surplus and ambitious plans. Our digital presence leads the way in cricket and our venue, the Cooper's Associates County Ground, is repeatedly chosen as the venue with the best atmosphere.

"We have also seen a historic development; the establishment of a Tier One Somerset Women's team, now with an exciting new coach, Erin Osborne.

"Meanwhile, on the field we have seen real success over those four years, winning the Vitality Blast twice, and reaching Finals Day every year. We also reached a Final of the One-Day Cup. Like every previous Chair I step down without us having won the County Championship but we competed strongly and had two third place finishes.

"I'm confident the team is well prepared for the 2026 season, and we have a strong pathway for both boys and girls and continue to develop brilliant young cricketers.

We owe our success most of all to our passionate, committed, and friendly Members and supporters who make Somerset a great place both to play and to watch cricket, as I hear often from other counties. I shall always take pride in being associated with such a wonderful Club.



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OUR PURPOSE AND VISION

Our purpose is clear, to inspire the South West through Cricket

Our vision: To be a cricket club transformed, globally admired and respected for delivering world-class experiences for all.

This transformation also seeks to boost prosperity for the town, county, and wider region through the creation of a destination which attracts visitors from further afield to experience everything that the South-West has to offer. We believe that offering is considerable.

It is a bold ambition but one necessary to sustain our great Club for future generations.

Thank you for your interest in joining Somerset County Cricket Club on the next phase of our exciting journey. The cricket landscape is changing at an unprecedented rate, with both opportunity and jeopardy ahead in equal measures. We now find ourselves needing to transform our business to sustain our proud reputation of competing at the top table of English domestic cricket.

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SOMERSET TRANSFORMED

Purpose:
To inspire the South-West through cricket.

Vision: To be a cricket club transformed, globally admired and respected for delivering world-class experiences for all.

We are Somerset:
Treat people well. On this journey together. Innovate to succeed. Proactive and deliver.

We treat people well

The strength of our Club is our people. We value and support each other, treat everyone with care and respect, and go above and beyond to deliver exceptional experiences.

We innovate to succeed

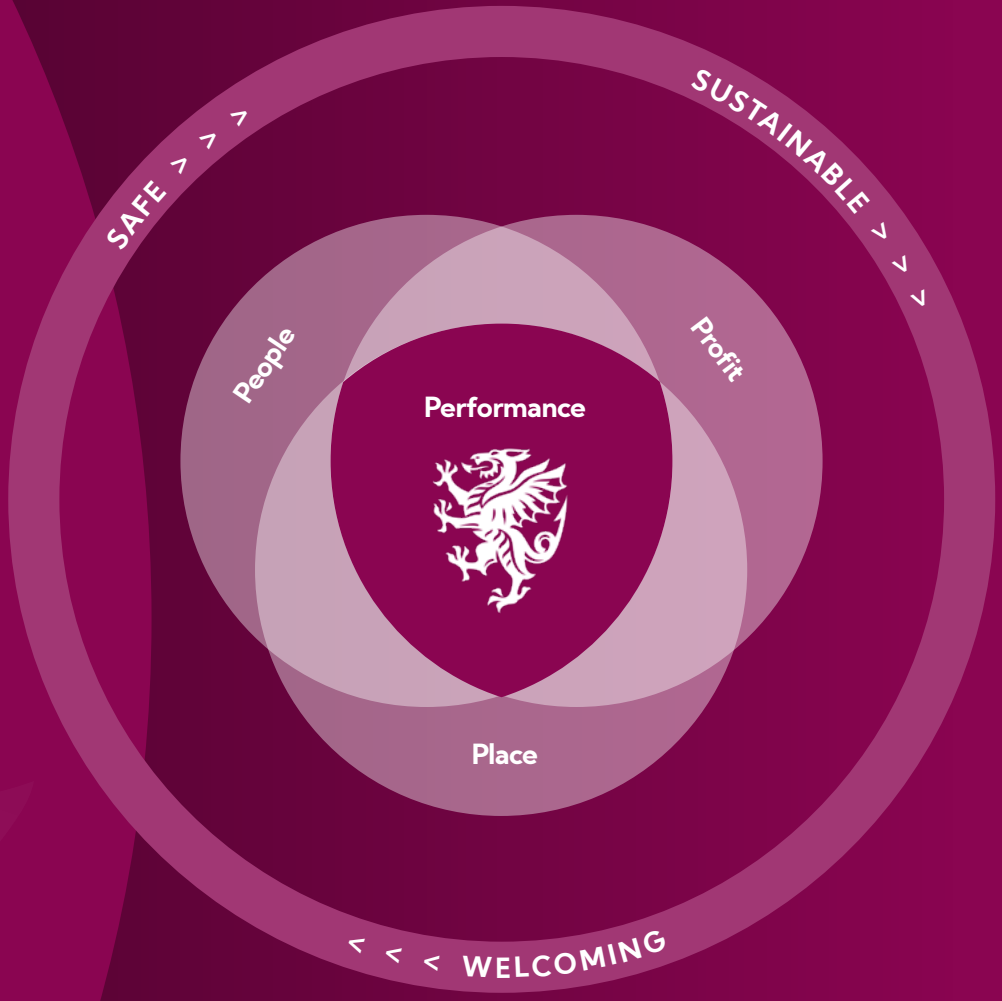
By being bold, brave and ambitious, we are empowered to think differently. We take smart risks and challenge the status quo to achieve our goals.

We are on this journey together

We each take an active role in shaping our Club's future. Aligned to our values, accountable and committed to achieve the Club's vision and goals, we understand our success depends on all elements of our business working collaboratively.

We are proactive and deliver

We set clear intentions and are disciplined to achieve them. Everything we do has meaningful purpose, contributing to success by effective planning and delivery to high standards. We remain agile and adaptable to the changing environment in which we operate.



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OUR STRATEGIC PILLARS

Firstly, our PEOPLE, referring to our dedicated staff, loyal Members and supporters, aspirational men's and women's players and committed corporate partners and community participants.

True success is a team effort and the experience of everyone within the organisation must be optimised if we are to fulfil our purpose.

Our **PLACE** at the Cooper Associates County Ground is the region's most iconic sporting venue, and we must now invest to ensure that we are providing the optimum facilities for our Members, supporters and our guests for non-cricket events. Furthermore, to proudly represent the entire South- West we must broaden our reach beyond the boundaries of Taunton and Somerset.

Modern sport is a business which must focus on **PROFIT**, primarily so that we can continue to invest in male and female talent pathways and infrastructure to build on our successes. The Club has a strong history of recording surpluses through generating cricket revenue, however, without additional cricket content to host, the generation of sustainable, non-cricket revenue is now paramount to prosperity.

All three pillars are tightly bound by a **PERFORMANCE** expectation, both on and off the field. We are in the inspiration business, yet professional sport is competitive, and we must always hold ourselves to the highest professional standards and behaviours if we are to achieve our lofty ambitions.



SOMERSET CCC

GOLDEN THREADS

Three golden threads weave through all functions of our Club. These are embedded in all decision making and operations and clearly visible in our performance, behaviours and culture.

We recognise these threads must work in unison. Exceptional sporting businesses strive for excellence in these areas. Not only are they 'the right thing to do', but they are also enablers in developing and embedding performance outcomes.

We must pride ourselves in prioritising these three golden threads as we strive for excellence.



SAFE > > >

SUSTAINABLE > > >

SAFE

To be nationally recognised, in safeguarding and safety, while consistently delivering exceptional experiences for all.

SUSTAINABLE

To embed sustainability within our culture ensuring our people champion best practice whilst driving performance.

WELCOMING

To create environments where everyone belongs.

< < < WELCOMING

SOMERSET CCC

CORE CRITERIA

The ideal Chair will be:

A strategic, people centred, commercially astute leader with strong governance credibility, transformation experience and the ability to represent Somerset as a major regional institution. These skills along with prior experience in or an appreciation of the opportunities and challenges facing sporting, venue or high-performance environments will be deployed to support the Club to grow sustainably and compete for trophies.

1. **Strategic Leadership of Transformation**
2. **Proven Governance Excellence & Risk Management**
3. **Commercial Growth Expertise & associated Financial Acumen**
4. **Community, Stakeholder & Regional Leadership**
5. **Culture Builder & People Centred Leadership**



THE ROLES AND RESPONSIBILITIES OF THE CHAIR

The Chair is responsible for the leadership of the Board, ensures implementation of the approved strategy of SCCC, applies sound governance practices, ensures compliance with the Club Rules, and ensures the prosperity and sustainability of SCCC. The Chair's roles and responsibilities will encompass:

Board Meetings

- Setting a Board agenda which is focused on strategy, performance, accountability, transparency, and ensuring that issues relevant to those areas are reserved for Board decision;
- Demonstrating ethical leadership; Ensuring that Directors receive accurate, timely and clear supporting information, thereby enabling the Board to take sound decisions, monitor effectively, hold management to account, and provide constructive, challenge, strategic guidance, and non-executive support in implementing the strategy;
- Ensuring that the Board regularly reviews the risks of operating SCCC;
- Ensuring there is appropriate delegation of authority from the Board to the executive team and there is effective implementation of Board decisions;
- Ensuring that the CEO delivers the agreed strategy, whilst providing him/her with appropriate support.

Directors

- Chairing the Nominations Committee: Plan the succession in Board appointments to ensure the Board continues to develop its balance of skills and experience to implement the strategy successfully;
- Ensuring that the Board and other committees are properly structured with appropriate terms of reference; encouraging all Board Directors to engage in Board and Committee meetings by drawing on their skills, experience, knowledge and, where appropriate, independence;
- Developing productive working relationships with the CEO and all executive directors, providing support and advice while respecting their executive responsibility;
- Fostering relationships founded on mutual respect and open communication- both within and outside of the boardroom between the non-executive directors and the executive team;
- Taking the lead on issues of Director development, including through induction programmes for senior executives, new non- executive Directors, and regular reviews of both.

Induction, performance evaluation, and development

- Ensuring that all new Directors participate in a full and formal induction programme;
- Ensuring the development needs of the Board and Directors are identified and met.
- Ensuring that all Directors participate in Equity, Diversity, and safeguarding training.

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THE ROLES AND RESPONSIBILITIES OF THE CHAIR (Continued)

Stakeholder Relationships

- Ensuring effective communication with all key stakeholders and ensure the Board understands their views so that they can consider them in Board discussions and decision-making;
- Engaging with key stakeholders (e.g., Members, Council leaders, employees, customers, community, ECB) and suppliers;
- Ensuring effective communication with Members and other stakeholders, whilst being visible to all;
- Chairing meetings with the Membership, with the Executive delivering the content.

General

- Promoting and safeguard the interests of SCCC;
- Providing coherent leadership of SCCC;
- Reviewing at least annually the performances of the Chief Executive Officer and the non-executive Directors;
- Hosting or organising others to host guests at the County Ground on match days;
- Undertaking media responsibilities when required.

In keeping with the statutory duties of a company director, all Directors including the Chair should;

- Act within their powers under SCCC's constitution as set out specifically in the Club Rules and as registered with the Financial Conduct Authority (FCA) under the Community Benefit Societies Act 2014;
- Promote the success of SCCC. Directors must act in a way they consider, in good faith, would be most likely to achieve this. When making decisions, Directors must consider the consequences for the various stakeholders in SCCC, particularly the Membership, as well as the impact on the reputation of SCCC and its longer-term success;
- Exercise independent judgement and form their own views on SCCC's key areas of activity;
- Exercise reasonable care, skill and diligence;
- Avoid or manage conflicts of interest which may affect their objectivity. It is essential that Directors declare promptly any actual or potential conflicts. The non-conflicted Directors will then decide on how to manage or accept this and to maintain the integrity of the Board's decision-making process.

SCCC will provide support to ensure that all Directors fulfil their legal responsibilities.

Please note that all Directors must be a SCCC Member or become a Member to be eligible for the appointment. Short listed candidates will be interviewed by the Nominations Committee and if recommended, will be approved by the General Committee before being ratified by Members at an AGM.



SOMERSET CCC

THE ROLES AND RESPONSIBILITIES OF THE BOARD

Role of the Board and its Committees

The Board's role is to provide leadership of Somerset County Cricket Club Ltd ('SCCC') within a framework of effective controls which will allow SCCC to develop its strategic objectives while enabling associated risks to be assessed and managed. The Board establishes the vision, strategy, and values of SCCC and ensures that these and its culture are aligned. It is responsible for ensuring that the necessary skills and resources are in place for SCCC to achieve its strategic objectives and measure its performance and progress against them.

The Board is accountable for promoting the sustainable success of SCCC and contributing significantly to the communities in Somerset and the South West region, whilst also developing the profile and reputation of SCCC nationally and internationally.

The Board will work towards ensuring that it can organise and deliver high profile matches at the County Ground in Taunton.

In performance of their duties as members of the Board, Directors are to act with integrity, lead by example, use their experience and expertise, comply with the Code of Conduct, and promote the standards expected of SCCC.

The Board's powers are set out in the Club Rules. The Board has delegated specific responsibilities to its Nominations Committee, Audit, Risk and Governance Committee, Members Committee and Commercial Committee, as described in their respective Terms of Reference. These are reviewed annually. The Board will ensure that it is diverse in terms of skills, knowledge, gender, is representative of the community it serves and is inclusive.



SOMERSET CCC

THE GROUND

A favoured destination of many County Cricket fans, the Cooper Associates County Ground is considered by many to be the best county ground in the Country. It was voted the best World Cup venue in 2019 for customer experience and by far and away the best non-Test match venue during the Vitality Blast. It is also the jewel in the crown of the county town and offers unrivalled matchday and non-match day experience.

From the dynamism and excitement of the Vitality Blast beneath state-of-the-art floodlights to the more traditional summer afternoon of County Championship cricket set against the stunning backdrop of Somerset's rolling hills and scenic spires, there is something to suit all tastes.

The Ground itself has changed dramatically during the 100-plus years with approximately £15m being invested in facilities over the last decade. There is more to do, with a key strategic priority being to develop the ground further to ensure it can host high profile matches for years to come and provide memorable experiences for members and supporters as well as transforming into an all-year-round venue for events and conferences.



SOMERSET
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INCLUSIVITY STATEMENT

Somerset County Cricket Club endorses the principles of equality and equity and strives to ensure everyone involved with the Club has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, to give of their best and be assured of an environment in which their rights, dignity and individual worth are respected.

The Club ensures all existing and potential stakeholders receive equal consideration during the recruitment process and beyond, and is committed to the elimination of unlawful or unfair discrimination of any kind and in particular on the grounds of sex, race, disability, sexual orientation, marriage and civil partnership, gender reassignment, religion or belief, pregnancy and maternity, and age.

SOMERSET CCC

HOW TO APPLY

If you would like to be considered for the position, please contact Neil Edwards (07858 518 415), nedwards@mcbride-sport.com or Nigel Brewster (07758 112 002) nbrewster@mcbride-sport.com and supply the following:

- An up-to-date CV setting out your career history, with responsibilities and achievements and preferred contact details.
- A supporting statement outlining suitability for the role and the value that your expertise will add to the board.
- Details of two referees who can speak authoritatively about you together with a brief statement of the capacity and over what period they have known you. Referees will not be contacted without your prior consent.
- Proof of your eligibility to work in the UK.

Applicants whose CV reflects the requirements of the role will be invited to attend a first stage interview with McBride Sport.

The closing date for applications
Friday 10th April 2026

For an informal and confidential discussion, please call our retained consultants at Brewster McBride Sport who will, of course, respect the privacy of any conversations regarding this role.

Please send your application to nedwards@mcbride-sport.com

Expenses will be paid and details will be provided to candidates at interview.



Somerset has competed in the County Championship since 1891 and has subsequently played in every top-level domestic cricket competition in England.







SOMERSET CCC

RECRUITMENT TIMETABLE

These dates are indicative and may be subject to change (except closing date). Please note that candidates will need to be available for preliminary and final panel interviews, if selected. McBride Sport will advise all candidates of outcomes at each stage of the process as soon as possible.

Closing date for applications:
Friday 10th April 2026

First interviews:
w/com Monday 27th April 2026

YOUR PERSONAL INFORMATION

Your personal information will be held in accordance with the Data Protection Act 2018. You will not receive unsolicited paper or electronic mail because of sending us any personal information. No personal information will be passed on to third parties for commercial purposes.

When we ask you for personal information, we promise we will:

- Only ask for what we need and not collect too much or irrelevant information.
- Ensure that you know why we need it.
- Protect it and as far as is possible, make sure nobody has access to it who should not.
- Ensure that you know what choice you have about giving us information.
- Make sure we do not keep it longer than necessary.
- Use your information only for the purposes you have authorised.

We ask that you:

- Give us accurate information.
- Tell us as soon as possible of any changes.
- Tell us as soon as possible if you notice mistakes in the information we hold about you.
- If you apply for a post, we will share some of the information you provide with the Members of the Nominations Committee for the post to which you apply, so that your application form and CV can be assessed. These individuals will usually be identified in the information pack.



SOMERSET CCC

YOUR APPLICATION

We will deal with your application as quickly as possible and will advise you of the likely timetable at each stage. After the closing date for applications:

- Candidates selected at long list will be invited for interview by McBride Sport. From these interviews, McBride Sport will agree a shortlist of candidates that will be recommended to the Nominations Committee. Interviews will be conducted remotely at first stage, and on a face-to-face basis at final stage. All candidates interviewed will be contacted with feedback by McBride Sport.
- Where a candidate is unable to attend an interview on the set date, an alternative date will be offered only at the discretion of Nominations Committee.
- Following interviews with the SCCC Nominations Committee, a preferred candidate will be recommended to the General Committee. If approved by the General Committee, the appointment will be ratified by SCCC Members at an AGM.
- If successful, you will receive a letter confirming your appointment. If you are unsuccessful, you will be notified by McBride Sport and feedback will be offered.



To put it simply, The Cooper Associates County Ground is a stunning venue. Not only is it the jewel in the crown of the county town, it also offers an unrivalled matchday experience, whatever your tastes.



SOMERSET CCC

CHAIR

Applicant information pack



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