

December 2018

Emirates Cricket Board

Job Vacancy – Emirates Cricket General Manager

Job Description and Application Process

Background:

Emirates Cricket Board (ECB) is the governing body for cricket in the United Arab Emirates (UAE) at all levels of the game. The ECB is an Associate Member of the International Cricket Council (ICC) and an ICC high performance funded country.

The UAE is an important strategic and geographical focal point for global cricket, hosting many high profile cricket events, including Pakistan's 'home' series, the 2014 Indian Premier League, the 2016 Pakistan Super League, the highly popular and inventive T10 League, as well as countless other international games and competitions. Furthermore, the UAE is the permanent home to the headquarters of the ICC, the global governing body for the sport.

Accordingly, the domestic game in UAE is well established and growing quickly, a trend reflected in the recent success of its National Men's Team who qualified for the 2014 ICC World T20, the 2015 ICC Cricket World Cup and recently won the qualifying event at the 2016 ACC Asia Cup. The National Team currently have ICC One Day and T20 International status and are presently ranked 14th and 13th in the ICC rankings, respectively. UAE Women's continue to dominate the regional scene and recently put in an impressive performance at the 2018 ICC Women's World Twenty20 qualifier tournament, held in The Netherlands. In turn, the U19 side qualified for the 2014 ICC U19 Cricket World Cup and continue to perform at various Asian Cricket Council tournaments.

The UAE National Team driven by the UAE High Performance Programme capitalise on the strategic and geographical importance of UAE. As a result of this, the team annually competes against the myriad international teams that visit UAE. In addition, many professional and first class teams spend extended periods of time here, creating numerous competitive opportunities that are very advantageous for the development of the national team. Furthermore, the UAE has 3 Test and 4 ODI venues meaning the country has an excellent range of playing facilities.

To maintain and accelerate the success of the national team, the men's programme has recently undertaking the move from an amateur, part-time set up to an emerging professional set-up with the introduction of a number of full-time, professional central playing contracts, as well as a series of retainer agreements for the best part-time players that are eligible to play for the UAE.

This transition demonstrates ECB's ambition for the UAE team, the immediate strategic objectives are therefore to ensure that the UAE team retains its ODI and T20I status (late 2017) and subsequently challenges and qualifies for all upcoming ACC and ICC events including, the 2017 ACC Asia Cup, the 2019 ICC Cricket World Cup and the 2020 ICC World T20. In turn, the ECB expect the national team, to habitually compete with and beat its closest Associate peers as well a lower-ranked ICC Full Member teams over the medium and long-term.

Following the departure of Chief Executive, David East, the ECB is seeking to appoint a full-time General Manager, initially on a fixed-term, two-year contract.

The position entails the provision of overall management and leadership in implementing Board

policy in a manner consistent with the mission and goals of the Organisation, and will be based at the ICC Academy in Dubai (the training base and high performance service-provider for the UAE National Team and High Performance Programme), the role will also involve significant domestic and international travel.

Primary Functions for the role:

Strategy

- Develop a rolling strategic plan for Board approval ensuring that it aligns with the ICC strategy for game and market development
- Regularly monitor and review progress against the key objectives of the strategic plan

Business Planning

- Develop and annual business plan for submission to the ICC detailing the strategic, developmental and commercial objectives for the forthcoming year
- Develop, implement and monitor key performance indicators for the organisation
- Implement commercial plans that maximize revenues from sponsorship, sanction fees and value in kind propositions
- Develop ECB owned commercial properties (including but not limited to a T20 product) and leverage them to support ECB financial sustainability

Implementation of Board Policies and Decisions

- Act as a primary resource to Board members to ensure that policy decisions are made on an informed basis
- Gather, interpret and articulate key information to the Board on all matters relating to the global cricket environment and the possible impact on ECB going forward.
- Provide a suitable induction for new Board members as and when they are appointed.

Legal and Financial and Governance

- Ensure that the appropriate legal advice is taken on all aspects of ECB operation and activity
- Regularly review the ECB governance process and advise the Board on any changes that may be advantageous.
- Make recommendations to the Board for the establishment of working groups or sub committees that will be assistance to the Board
- Set and present annual budgets to the Board for approval
- Ensure that appropriate financial control systems are in place to monitor the ECB income and expenditure against budget

HR and Staff Appointments

- Develop and maintain the most appropriate staffing structure to service the requirements of ECB activities
- Responsible for all appointments of executive/ contract staff unless specifically reserved to the Board.
- Ensure full compliance with UAE employment law and appoint suitable PRO services to facilitate this.

- Ensure that a suitably qualified Finance Manager is in post to provide robust financial control and timely information to management, the Board and ICC
- Work closely with the ICC Academy on key appointments as they relate to the ECB High Performance Programme managed through the ECB/ICCA service agreement
- Set performance targets for staff and develop and implement a performance review system for all staff
- Appoint consultants to assist with all aspects of ECB activity provided they remain within agreed budgets or are creating new income for the organisation.

Representation of the ECB

- Develop and maintain effective working relationships and/or partnerships with the ECB's key stakeholders at a local, national and international level.
- Represent the ECB at all relevant ICC and ACC meetings in the UAE and overseas
- Represent the ECB at corporate, networking and other community events in the UAE
- Develop and maintain relationships with local, national and international media and provide advice to the Board Media Spokesperson.
- Periodically represent ECB during overseas tours or other national team activities or events.

Person Specification:

Essential experience and skills - the General Manager will be expected to demonstrate evidence of the following skills and experiences:

- A successful track record as an administrator of cricket at Associate or Full Member level
- Hold an internationally recognised graduate qualification or management qualification
- Effective, excellent people management and relationship skills
- Strong understanding of, and experience in liaising with and working alongside different ethnic and cultural backgrounds
- Effective management of reporting management, and direct line staff
- Be fluent in written and spoken English
- Be able to work comfortably with a range of I.T. applications, specifically athlete management software and performance analysis software
- An ability to communicate verbally in Urdu and/or Hindi, or other South Asian language/dialect a benefit

Personal Attributes and Expectations: ECB are looking for:

- An inspirational, confident and personable leader, who is capable of and ambitious to build strong, personal relationships with people from a broad and diverse range backgrounds and ethnicities.

- An individual that recognises the inherent opportunities, potential and challenges within the role and context of the role and approaches each with optimism, consideration and a willingness to find innovative solutions to help UAE to outperform its peers and rivals.
- An accomplished planner, capable of balancing the diverse needs of the ECB and its major stakeholders.
- A willingness to influence and drive change and adapt quickly to the specific demands of Cricket in the UAE
- Is passionate about the development of cricket in the UAE and the development of the game at all levels for the sustainability of the game

Key Relationships:

- ECB Secretary General
- ECB Board and Staff
- Key contractors including the ICC Academy
- The International Cricket Council (ICC)
- The Asian Cricket Council (ACC)
- The Pakistan Cricket Board (PCB)
- ECB Regional Councils and their members/officers
- Abu Dhabi, Dubai and Sharjah international stadia
- Commercial Partners
- UAE High Performance Manager (part-time)
- UAE Cricket Operations Manager (part-time)
- ECB Development Manager (full-time)
- UAE National Team players
- UAE High Performance staff
- Selection Committee
- ICC High Performance Manager
- ICC Academy Manager
- ICC Academy Operations Manager
- ECB Operational and Development Staff
- ECB Communications and Media Consultant
- Local and national media

Remuneration:

A package commensurate with experience will be offered, including:

- An attractive, tax-free salary
- ECB group healthcare
- Annual flight allowance
- Laptop

Applications:

Candidates interested in applying for this position send their current CV (giving details of their current remuneration package) together with a covering letter detailing why they think they are suited for this role.

The ECB will be looking for specific evidence and examples of the experiences, skills and attributes outlined as requirements within the Job Description and Person Specification.

All application must be submitted via the Careers portal, on the ECB website at <http://emiratescricket.com/education-and-downloads>

The closing date for applications is **December 20th 2018**

Due to the high volume of applications we expect to receive for this role, the ECB will not be able to provide feedback to unsuccessful applicants