

## Job Title: People & Culture Lead

Hours of Work:	Full Time
Reports to:	Head of Participation
Remuneration:	£38,000 - £44,000
Main Office Location:	Sophia Gardens, Cardiff (remote or hybrid working considered)

## Cricket in Wales – Together

Cricket in Wales, Criced, A Sport for All, Together, Lead, Care

At Cricket Wales, everything we do is grounded in our values, **Together, Lead, Care**.

We are guided by our vision, Criced, A Sport for All, and our mission, protect what's precious and revolutionise the future. **Together** means building a connected cricketing community where people feel they belong. **Lead** means developing confident, compassionate leaders at every level of the game. **Care** means putting people first, supporting wellbeing, growth, and inclusion in everything we do.

We are on a journey to create a thriving, inclusive, and values driven culture not just within our organisation, but across the wider cricketing landscape in Wales. We work in a Welsh sporting context where collaboration, partnership working, and community impact are central to success.

To help deliver this ambition, we are introducing a new role, **People & Culture Lead**. This role is central to embedding Together, Lead, Care into everyday experience across Cricket Wales and influencing positive culture across the wider game in Wales.

The post holder will be a key member of the senior team, reporting to the Head of Participation, working across the organisation to shape culture, strengthen leadership, and ensure wellbeing and inclusion are consistently embedded in how we operate. This is a hands-on leadership role combining strategy, delivery, and influence

## Key Responsibilities:

### Developing a Values-Led Culture, Together, Lead, Care,

- Work with the senior leadership team to implement and evolve Cricket Wales people and culture priorities, ensuring alignment with Together, Lead, Care
- Embed a culture where people feel they belong, Together, are supported to grow and Lead, and are cared for as individuals, Care
- Support the development of psychological safety, continuous improvement, and positive behaviours across the organisation

- Contribute to culture development across the wider Welsh cricket network through engagement with clubs, volunteers, and partners

### **Personal & Professional Development, Lead**

- Design and deliver structured personal and professional development opportunities for staff and key stakeholders, working in partnership with senior leaders
- Create and maintain clear development pathways that support growth, progression, and leadership at all levels
- Support coaching, mentoring, and reflective practice opportunities across the organisation
- Encourage a learning culture that supports people to take ownership of their development

### **Wellbeing, Engagement & Culture, Care**

- Lead the coordination and delivery of a proactive wellbeing offer for staff and volunteers
- Develop and maintain a clear annual wellbeing calendar of initiatives, activities, and engagement opportunities
- Monitor wellbeing and engagement through surveys, feedback, and informal insight, and support SLT in responding appropriately
- Promote a culture where wellbeing is visible, supported, and understood across the organisation

### **Equality, Diversity & Inclusion, Together**

- Take a lead role in coordinating Equality, Diversity and Inclusion activity across Cricket Wales, working closely with SLT
- Support the embedding of inclusive practice in policies, recruitment, development, and everyday behaviours
- Identify barriers to participation and progression and work with stakeholders to address them
- Support engagement with the wider cricket system in Wales to promote inclusion and belonging

### **Creating and Developing Leaders, Lead**

- Design leadership development frameworks and support delivery of programmes for staff and volunteers
- Identify emerging leaders and support their development through coaching and mentoring opportunities
- Contribute to building leadership capability across the organisation and wider cricket community

### **Employee & Volunteer Experience, Care**

- Support the development and implementation of HR policies and people practices aligned to organisational values
- Provide advice and support on employee relations, performance, and development matters
- Support talent attraction, onboarding, and retention activities
- Lead coordination of disciplinary processes within the recreational game, ensuring fairness, consistency, and alignment with values

### **Strategic HR Leadership, Together, Lead, Care**

- Work closely with the Head of Participation, CEO and senior leaders to support delivery of the people and culture strategy
- Use data, insight, and feedback to support understanding of culture, engagement, and workforce needs
- Support compliance with employment law, safeguarding, and HR best practice

### **Stakeholder Engagement & Influence, Together**

- Build strong relationships across Welsh cricket, including clubs, leagues, and partner organisations
- Represent Cricket Wales in conversations relating to people, culture, wellbeing, and inclusion

### **Recreational Cricket Disciplinary and Discrimination Support, Care**

- Support fair and consistent handling of disciplinary and discrimination matters in relation to the recreational game.
- Promote learning, accountability, and values led decision making in all processes

### **Required Skills and Experience:**

- Proven experience in Human Resources leadership roles with a strong understanding of HR practices and employment laws.
- Excellent communication, interpersonal, and conflict resolution skills to effectively interact with employees at all levels.
- Strategic thinking and ability to align HR initiatives with business objectives.
- Strong analytical skills to interpret data and make informed decisions.
- Proven ability to build and lead high-performing teams.
- Knowledge in talent acquisition, performance management, employee development, and employee relations

### **Desirable Experience & Attributes:**

- Experience in sport, charity, or community-based organisations
- Interest in cricket and community sport in Wales
- Experience supporting culture change or people development initiatives

- Welsh language skills or willingness to learn

### **Our Commitment to Inclusion & Well-being**

Cricket Wales' values, **Together, Lead, Care** are embedded into every aspect of the organisation, guiding our actions and decisions ensuring equitable opportunities for all. We particularly encourage applications from individuals underrepresented in cricket, including women, ethnically diverse communities and individuals with disabilities. We are also dedicated to fostering an inclusive experience for all, in line with our strategy vision **Criced, A Sport for ALL**.

We are committed to creating a working environment where wellbeing is prioritised, development is continuous, and inclusion is lived every day. If you are a people focused professional who believes in the power of Together, Lead, Care to shape culture and impact communities across Wales, we would love to hear from you.

### **To apply:**

Please complete the attached application form and return along with a covering letter to [sandie.keane@cricketwales.org.uk](mailto:sandie.keane@cricketwales.org.uk) by **noon on 5<sup>th</sup> June 2026**

If you wish to discuss this role further, please contact [sandie.kene@cricketwales.org.uk](mailto:sandie.kene@cricketwales.org.uk) who will arrange a call with the Head of Participation.

**interviews:** Week of 22<sup>nd</sup> June

Please note: if you have not heard from us by 12<sup>th</sup> June 2026 your application has not been successful in progressing to the next stage.

### **SAFER RECRUITMENT**

For details on our commitment to Safer Recruitment please see [Safer Recruitment Policy](#)

### **SAFEGUARDING**

Cricket Wales believes that Safeguarding is an essential element that is central to all we do. Every, child, young person and adult have the right to feel safe and included in all that they do, and this means ensuring we have the right people working within our organisation by following a robust safe recruitment process. Cricket Wales strive to make cricket in Wales a safe and enjoyable place for 'everyone' to experience at all levels of the game.

***You must be based and hold the right to work, in the UK to apply for this position.***