



Director of Development and Commercial Partnerships Role Pack



Introduction

Dear Applicant,

Thank you for your interest in joining Oxfordshire Cricket. We're delighted that you're considering becoming part of our team.

*As **Director of Development & Commercial Partnerships**, you will have a unique opportunity to help shape the future of cricket in Oxfordshire both on and off the pitch. This role is central to our ambition to grow the game, widen participation, and deepen our community impact by building sustainable and diverse income streams.*

We're looking for a strategic, relationship-focused fundraising leader who can bring energy, insight, and innovation to the role. You will lead on securing philanthropic donations, grant funding, and commercial partnerships, while cultivating meaningful relationships with individuals, businesses, and foundations that share our passion for cricket's power to transform lives.

Please take a moment to explore our website at www.oxfordshire.cricket, where you'll find more about who we are, the work we do, and the communities we serve.

If our mission resonates with you, and you're excited by the opportunity to drive lasting impact, we'd love to hear from you.

Nick Pinhol

Managing Director



About the Organisation

At Oxfordshire Cricket our mission is to develop and protect the future of cricket by making it a sport of choice in Oxfordshire.

Overview

We are responsible for growing the game through increasing participation at all levels in Oxfordshire. We manage a comprehensive programme of representative cricket for boys, girls, women and men. Our elite programme is a proven provider of talent to the first-class game. We work hand in hand with Sussex, our first-class partner in providing a progression pathway for our best young players.

Oxfordshire Cricket employs 7 full-time staff and 4 part-time staff with a larger casual workforce and an annual turnover of c. £800k. We have 86 affiliated clubs, 44 junior sections, 14 women's sections and 23 girls' sections.

Further information can be found on our website by [clicking here](#).

History

The Oxfordshire Cricket Board (OCB) was formed in 1996 as an amalgamation of the Oxfordshire County Cricket Club (OCCC) and the Oxfordshire County Cricket Association (OCCA). Oxfordshire were unique at this time in merging its County Club and Association into a single body, a move that is now being followed by other counties. In April 2011 the OCB was incorporated as a company limited by guarantee. This met one of the ECB's criteria for becoming a high-performing County Cricket Board. We are one of the 41 voting members of the national governing body.

County cricket in Oxfordshire can be traced back to 1779 when the county played a match against Berkshire. By 1787 a County Club existed, the first such organisation in the UK. Although in and out of existence during the 19th Century, Oxfordshire was one of the founder members of the Minor Counties Cricket Association (MCCA) when it started its competition in 1895. After folding in 1906, the County Club was resurrected in December 1921 and has played in the Minor Counties Championship since that date.

Oxfordshire has been National County Champions on 5 occasions, in 1929, 1974, 1982, 1989 and most recently in 2021. In 2014 they were finalists in the Unicorns Trophy knock-out competition. In 2022 Oxfordshire won the T20 competition for the first time, beating Cambridgeshire in the final.

Our 2024 Impact

- 7000+ Unique Participants
- 4500+ Adult Recreational Players
- 4300+ Junior Recreational Players
- Over 2100 National Programmes Players
- Street Projects in Cowley, Banbury and Blackbird Leys
- 290+ Pathway, Bulls and Falcons Fixtures
- 1100+ Pathway, Bulls and Falcons Coaching Hours

Job Description

Job Title:	Director of Development and Commercial Partnerships		
Department/Group:	Central	Reporting to:	Managing Director
Location:	Flexible within Oxfordshire	Travel Required:	Yes
Level/Salary Range:	£45,000 to £50,000 full time or part time depending on the preferred candidate with expenses and a bonus scheme to be agreed	Position Type:	Fixed Term - 2 Years with option to extend subject to funding Full time or Part time depending on the preferred candidate

Role Description

Aims of the Role

Oxfordshire Cricket's mission is:

‘To make cricket open for All’

The **Director of Development and Commercial Partnerships** role will play a pivotal role in shaping the future of cricket across Oxfordshire by driving sustainable revenue growth and expanding our network of supporters.

We are seeking an experienced and dynamic **Director of Development and Commercial Partnerships** to lead our fundraising and commercial efforts. This pivotal role will focus on building sustainable income streams through philanthropy, sponsorships, grants, and commercial opportunities. You will be responsible for strengthening relationships with corporate partners, individual donors, and charitable foundations to enhance Oxfordshire Cricket's impact and financial sustainability.

Role and Responsibilities

Key Responsibilities:

Fundraising Strategy & Implementation:

- Design and implement Oxfordshire Cricket's fundraising and philanthropy strategy, aligning income generation with organisational priorities and long-term sustainability.

High-Value Relationship Management:

- Cultivate and steward relationships with major donors, senior corporate contacts, and grant-making bodies, developing bespoke engagement plans and cases for support.

Corporate Partnerships:

- Develop and execute a comprehensive commercial strategy to maximise revenue across sponsorships, partnerships, and other income streams by identifying, pitching, and securing strategic corporate partnerships that deliver mutual value and community impact. Maintain and grow long-term relationships through meaningful engagement, brand alignment, and the expansion of high-value offerings.

Trusts and Foundations:

- Lead on researching, writing, and submitting compelling funding proposals and applications. Ensure timely and effective reporting to funders.

Donor & Partner Stewardship:

- Create and implement tailored engagement plans, proposals, and reports to enhance donor retention and long-term partnerships.

Profile and Impact::

- Raise the profile of Oxfordshire Cricket's charitable programmes through storytelling, marketing collaboration, and impact-led reporting. Represent the organisation at events and networking opportunities.

Cross-Team Collaboration:

- Work closely with programme leads, coaches, and delivery teams to identify funding needs, co-design initiatives, and measure success.

Governance & Compliance:

- Ensure fundraising activity meets all legal, ethical, and data protection standards, including GDPR, Gift Aid and Fundraising Regulator guidelines.

Additional Responsibilities:

- Undertake other tasks as requested by the Managing Director where needed.

Essential Skills & Experience

- Proven track record in fundraising or income generation, ideally within sport, education, or community development.
- Demonstrated success in securing high-value gifts or partnerships.
- Excellent interpersonal and communication skills – both written and verbal – with the ability to inspire and influence.
- Strategic thinker with the ability to work autonomously and take ownership of key relationships.
- Exceptional organisational skills and attention to detail.
- Comfortable working in a fast-paced, agile environment.
- High level of IT literacy and confidence with CRM systems, prospect pipelines, and donor reporting tools.
- Commitment to inclusion, community engagement, and the wider values of sport for social good.

Desirable Skills & Experience

- Knowledge of the UK fundraising landscape, including grant funders, CSR trends, and legal frameworks.
- Experience in working within or alongside the sports, health or youth development sectors.
- Familiarity with Oxfordshire's community landscape or business networks.

Oxfordshire Cricket is committed to safeguarding the welfare of children and young people and expects all staff to share this commitment. All appointments are subject to a satisfactory enhanced DBS check.

OTHER REQUIREMENTS

- This role will require the individual to be able to travel independently

Additional Notes

- This role will require flexibility from the role holder in terms of hours of work. There will be requirements to work both weekends and evenings. However, Oxfordshire Cricket is committed to the Wellbeing of its employees and will ensure that the role holder has appropriate time off during their week.
- This job description outlines the principal accountabilities/main duties relating to this post and does not describe in detail all the duties required to carry them out. Other duties may be required to be undertaken from time to time as directed by Oxfordshire Cricket Board Ltd

How to Apply

Please complete and submit the Safer Recruitment Application Form to Nick Pinhol at NPinhol@oxoncb.com by **17:00 on 27th of August 2025**.

Interviews will be held on the week beginning 8th or 15th of September 2025

References

All offers of employment within Oxfordshire Cricket are subject to the receipt of a minimum of two satisfactory references. One of the references must be from your current or most recent employer.

Conditional Offer of Appointment

Any offer to a successful candidate will be conditional upon the following:

- verification of identity;
- verification of qualifications and professional status;
- a satisfactory criminal records check at enhanced level through the Disclosure and Barring Service (DBS);
- a check against the Barred List;
- verification of the right to work in the UK;
- receipt of at least two satisfactory references;
- a check for gaps in your employment history;
- satisfactory completion of the probationary period.

NOTE

Potential candidates with queries not already addressed in this job pack might like to contact Nick Pinhol at NPinhol@oxoncb.com to have those questions answered. Please note though that this is not a necessary part of the application process and is really just to cover the possibility of very specific questions needing to be answered prior to an actual application. Contact for this should be made via email to NPinhol@oxoncb.com