

Appointment of

Chair

February 2025

Reference: HBSPA

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We are a charity that uses cricket, and the spirit of the game, as a tool for positive social change in Rwanda

Our Mission – Building Hope Through Cricket

We are a charity that uses cricket, and the spirit of the game, as a tool for positive social change in Rwanda.

Cricket Builds Hope harnesses the power of sport to promote reconciliation through social programmes. We focus on supporting young people, especially women, towards better education and livelihoods (UN Sustainable Development Goals 3, 4, 5 and 8)

200+

children supported with sexual and reproductive health knowledge

350+

women graduating from the Women's Empowerment Programme

3+

young cricketers supported back into education

3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



The Story of Cricket Builds Hope

2017–now: Building hope through cricket

Cricket thrives in Rwanda, with 50,000+ players. In 2023, the U19 Women qualify for a World Cup. The stadium holds a record number of international games, with a 2nd pitch added in 2022.

Cricket Builds Hope delivers social programmes using cricket, including an award-winning Women's Empowerment Programme (see Annex for more details).



2008: An idea is sparked

Christopher Shale, an Englishman in Kigali, saw the enthusiasm for cricket, whilst being struck by the lack of facilities. He died suddenly in 2011, his vision not yet realised...



1994– 2000: Cricket arrives in Rwanda

After the Genocide of 1994, many Rwandans who grew up playing cricket elsewhere returned, bringing the game back with them

2011–2017: Building a stadium

Cricket Builds Hope, established in honour of Christopher Shale, raises over £1.25m to build the award-winning Gahanga Cricket Stadium.



The Telegraph





Our Trustee Board



RICHARD NICOLL

Richard became Chair of Trustees in 2014. He is a retired lawyer who is heavily involved with promoting cricket participation and development in London through North Middlesex Cricket Club's Senior and Junior sections and through the years he spent on the Committee of the Middlesex County Cricket League.



CHARLIE BARLOW

Charlie is a former private and investment banker, turned entrepreneur. After working for the likes of Morgan Stanley and HSBC, he founded pioneering telehealth company Health at Hand in 2016, focusing on improving the access to primary healthcare for the under-served populations of the Emerging Markets



GRAEME LOTEN

Graeme is a retired diplomat, who served as British Ambassador to Rwanda and Burundi from 1998-2001. He is the Treasurer of CBH.



SARAH LUDLOW

Sarah is a Partner at Portland Communications where she advises corporates, not-for-profit organisations, and politicians with strategic communications. Before Portland, Sarah worked in Westminster for Rory Stewart and returned to Government for a year in 2022 as a special adviser in the Foreign, Commonwealth and Development Office and No 10.



MARY MAINA

Mary Maina is a project management professional with over a decade of experience in designing multi-stakeholder programs, specialising in women and youth empowerment. She co-founded Africa Cricket Foundation and served as Country Manager for Cricket Builds Hope. Mary has held leadership roles in international organisations and was formerly captain of the Rwanda National Women's Cricket Team.



RICHARD MEDDELTON

Richard was a career commercial banker who now runs his own consulting practice helping businesses to grow as well as holding several trustee roles in the charities and education sectors. A keen amateur when it comes to sports, Richard has been a CBH Trustee since spring 2022.



JOHN MCCREERY

John is a seasoned energy sector professional with 35 years of experience as a director, advisor, and operator. He founded Balmoral and Company, a strategy and M&A advisory service, after 14-years in Bain & Company's global Energy and Resources consulting team. John is a passionate cricket enthusiast.



ALBY SHALE

Alby co-founded Cricket Builds Hope in 2011 in memory of his father Christopher, who came up with the idea of supporting cricket in Rwanda. Alby was project director from 2015-17, during the construction phase of the Gahanga Stadium.



ALAN SENDOREK

Alan is a founder Trustee of CBH. Outside roles have included Director of Communications and Corporate Affairs at The Arch Company, the UK's largest small business landlord. He also previously worked for QPR FC on their new stadium and training ground projects and as a Special Adviser to Prime Minister David Cameron during his time in No 10.

The Role of Chair

The Chair will provide leadership to the charity and the Board of Trustees, ensuring the charity delivers on its mission while maintaining high standards of governance. As the strategic leader, the Chair will champion the charity's vision, support its fundraising efforts, and act as an ambassador to external stakeholders, including funders, partners, and the wider community.

As a critical role in our organisation, the Chair will take on a range of accountabilities and responsibilities, including to:

Leadership

- Provide strategic leadership to Cricket Builds Hope in collaboration with the Executive team and the Board.
- Lead the Board and Executive team in driving the development and scaling up of CBH's offerings, focusing on increasing our impact and effectiveness, strengthening our reputation and position.
- Inspire the Board, Executive team, and all stakeholders by promoting our organisation's vision, mission, and values.
- In partnership with our Treasurer, ensure the financial sustainability of CBH and uphold excellent governance practices to foster an impactful organisation.

External representation

- Act as an ambassador for the organisation, supporting our growth, network and visibility.

- In collaboration with the Executive team, cultivate strong relationships with key external stakeholders, including the Rwandan Cricket Association, the Rwandan Government, funders, and influential business leaders.
- Represent CBH at key meetings and functions throughout the year, sharing our vision and impact to inspire action and collaboration.

Relationship with the team

- Establish a strong, constructive partnership with the Director, built on mutual respect, trust, and open communication. Ensure the Director is held accountable, adequately supported, and professionally developed to achieve strategic objectives.
- Collaborate with the trustees to set and assess performance goals for the Director.

Governance

- Foster and maintain constructive relationships among trustees, enhancing the Board's knowledge and capabilities.
- Lead and mentor fellow trustees to ensure they fulfil their responsibilities, while actively planning for renewal and succession to sustain our mission.
- Ensure overall board effectiveness and that the performance of the Board as a whole.

Person Specification

You will be motivated by an opportunity to play a key leadership role in a small, but high profile and impactful charity that is proud of its track record of driving sustainable impact in Rwanda.

The successful candidate will bring all or most of the following qualities:

- The willingness to be an outstanding ambassador and advocate for Cricket Builds Hope and its mission.
- The energy, skills, and experience to raise Cricket Builds Hope's profile locally, nationally, and globally.
- The management skills required to support the executive team effectively.
- Knowledge and/or experience in international development, ideally including with a specific focus in using sport for development.
- A good understanding of the social, economic, and political context in which Cricket Builds Hope operates, with a willingness to further develop this understanding, potentially including travel to Rwanda.
- Emotional and strategic intelligence.
- A passion for cricket and the conviction that sport has the power to transform lives and communities.

- A strong track record of leadership.
- A high level of commerciality, financial acumen, and an entrepreneurial approach.
- The capacity for strategic thinking to support the ambitions and long-term development of Cricket Builds Hope.
- A solid understanding of governance and board leadership and development, ideally gained through prior non-executive experience.
- High-level networks and a willingness to play a leading role in fundraising activities, leveraging professional and personal contacts to advance the organization externally.

This role requires a mix of the strategic and hands-on approach: the successful candidate will be willing to dedicate the necessary time to actively engage with the charity's work, including working closely with the Treasurer and providing guidance to the Director and contributing directly to its activities and fundraising efforts.

Terms of Appointment

The Chair is appointed on a four-year term with the opportunity to renew for a second term.

This is a hands-on position that requires an average of 0.5 days input a week.

There are **6 board meetings annually** and possible additional ad hoc meetings. The Chair signs off and circulates an Agenda and supporting papers (including financial reports for both CBH and GCS) in advance (standard reports are prepared by the Director and Treasurer). Other current regular meetings include:

- A fortnightly call with the Director and Treasurer, plus ad hoc calls to discuss issues as and when they arise.
- A monthly call with the President of the Rwanda Cricket Association to discuss issues connected to this key partnership.

The Chair is also expected to attend, promote and help to deliver CBH's fundraising events, including representing CBH whenever needed and maintaining good relationships with CBH's high-profile donors/patrons.

This is an unremunerated role, though reasonable expenses may be reimbursed.

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.



How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to Cricket Builds Hope on this appointment.

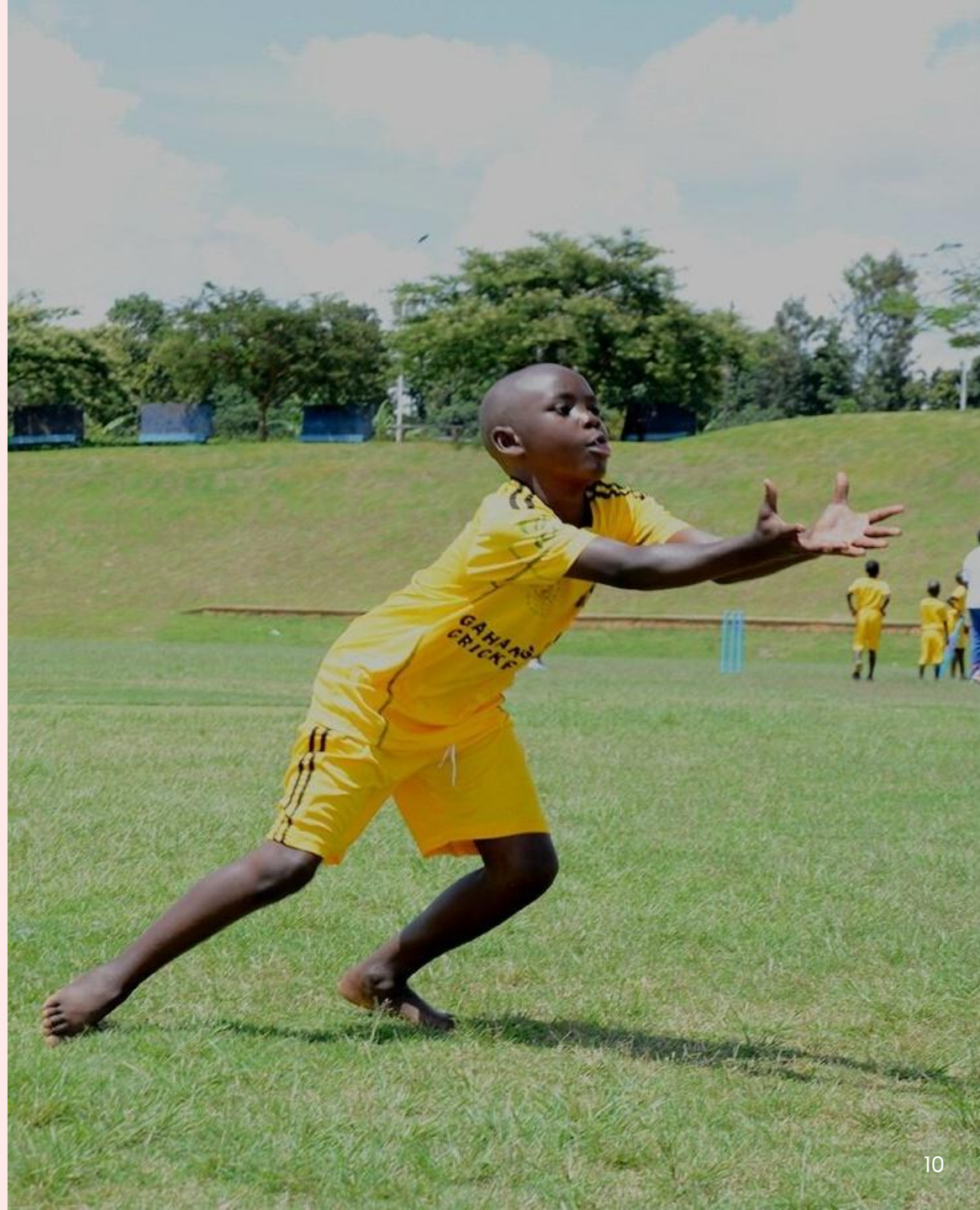
Candidates should apply for this role through our website at www.saxbam.com/appointments using code **HBSPA**

Click on the 'apply' button and follow the instructions to upload a CV and cover letter.

The closing date for applications is noon on **Tuesday 11th March.**

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.





Annex: In Focus – Women’s Empowerment



Female-specific challenges include:

- Less than 35% are in employment
- More than 35% live in poverty
- More than 20% experience abuse from a partner
- Less than 50% of pregnancies are intended

Programme Participant Profile

- Typically aged 18–25 years old
- Earning <\$10 per month
- Many are (single) mothers
- Living around the Gahanga Cricket Stadium

Programme provides:

- Workshops on leadership mindset, entrepreneurship and reproductive health
- Cricket sessions to bond the group and reinforce the learning
- ‘Savings teams’ providing ongoing support and capital for new businesses



Programme Impact

70+%

+ of participants have started a new business, or entered employment or training – others will follow

100%

Of participants report a positive personal change because of the workshops

100%

Of participants 'strongly agreed' that 'cricket sessions enhanced the programme'



Amanda* (pictured) is a young mother in Gahanga who completed the programme in January '24. Before training she struggled to save money and it was difficult for her to start a business.

After completing the course, she said: "I started to save and now I sell farm produce... My goal for this year is to start a boutique.

"I am confident and I can achieve my goals which was not the case before... I use skills like customer service, and record keeping. I am using 70,000 RWF (£45) in my business. I plan to increase my capital to 200,000 RWF (£140) so I can be able to serve my customer base."

*name changed for privacy

In Focus: Cricket x Life Skills Camps



Challenges facing youth include:

- The lack of positive, structured recreational opportunities (especially during long holidays)
- Lack of access to key sexual health information, with a high rate of teenage-pregnancy
- Low English skills and a barrier to learning and engagement in school



Programme participants:

- An average weekend sees 400+ kids attending the stadium, aged 5-19
- Holiday camps have seen up to 600 children attend
- Includes children with disabilities and street-associated children



Programme provides:

- Cricket sessions at weekends and in holidays, open to all children around the stadium
- English and other life skills lessons including sexual and reproductive health for adolescents
- Focus on core values including growth, leadership and fairness

Programme Impact

Click [here](#) for a short video on the camps!



100%

Of children say that English sessions help their school studies

“As a leader, I recognise that these camps reduced significantly the number of children distracted in drugs and other misleading practices” – Gahanga Government Representative

“When I am at school, [these English lessons] help me in my subjects like biology and other subjects as well as daily life.” – Secondary school pupil

“I like that we study, play and interact with other children and celebrate with friends... to know other people and increase our knowledge” – Primary school pupil



In Focus: Access to Education

Starting in 2024, we have re-integrated over 0 young cricketers back into education, through the provision of school materials and continued engagement and sensitisation through cricket sessions.

100% of these are currently regularly attending school.

