

Hi, my name's Gillian Singh and in my professional career I've been a group marketing and digital director for a number of very large FTSE organisations. And I've worked across a really diverse range of sectors, from social housing to public transport, to retail, to finance. And then also for the last six years, I've worked as a non-exec director with a social housing charity.

So I've also had extensive experience of corporate governance. Of risk and audit, and those are all skills that I think are gonna be a really good addition to the board of Lancashire.

So before joining the board, I've been a member for the past few years and I'm a huge, huge cricket fan. I grew up watching Cricket with my granddad in the Botham era, and now I have the privilege of coming to watch Lang's play both men and women. I love coming to county games. You see a lot of familiar faces.

We all tend to sit in the same seats, but equally, I love the new formats. I love coming to the hundreds and the T 20 has been amazing and I've thoroughly enjoyed being a part of this club.

So I saw the vacancy for this non-exec director on the website, and I downloaded the application pack and the two main skills that came across out of the person specification were around fan experience and coming from a marketing director's background, customer is absolutely at the heart of everything that I do.

And then the other skill was around health and safety, and having worked in public transport for over 10 years for the Arriva Group and the Go Ahead group, health and safety underpins everything that you do when you are running a major national bus and rail operations. So knowing that those were the two main criteria that they were looking for, then I thought with my skills, I would love to apply.

So for those of you that aren't familiar with the nominations committee, they are there to appoint to the board of Lancashire and underpinning every successful appointment that we do is a skills matrix, and that skills matrix covers everything that you need to run an organisation as large as Lancaster Cricket.

And they have a whole process of procedures that they need to go to when they're doing appointments, whether it's a new appointment like myself, or whether it's an existing board member staying on for another term. And that underpins everything that we do. So in addition, at Lancashire we also follow extra governance.

So we follow the governance code of conduct for the ECB and for Sport England.

And what that all does alongside the skills matrix is it absolutely ensures that we get a really diverse board. We've got one of the most diverse boards that we've ever seen and that is in terms of gender. It's in terms of ethnicity and it now is in terms of all the skills that all the board members can offer.

So after I'd applied, I sent a covering letter and a CV to the nominations committee, and then behind the scenes from a nominations point of view. They developed a skills matrix of all the applicants that had applied, and they identified every single skill that they would like to be covered. So each applicant was scored against that skills matrix for the role, and then the top four scoring applicants like myself were then invited along to an interview and at the interview following again, good code of practice, there was the chair of the nominations committee interviewing it, our previous chairman, Andy Sen, and then an independent member, which in this case was a member from our member representatives group.

So I was interviewed and then able to embellish everything that I put on my CV and covering letter. So outta that process, the top three applicants were then taken forward to come here again and do an interview, answering three set questions and that video was then emailed to all of our members to vote on because my vote.

My role is quite unique in that we have two member representatives, non-exec directors. One is a male and one is a female. So this was the female's role. So the video got sent out to all of our members who then voted and the results were announced at the AGM, and thankfully I was successful. So to anybody who did vote for me, thank you.

So the role of members is really on the two roles that are appointed by members, and as I mentioned, we appointed two and a half years ago a male representative. And that was Chris Peacock. And this role, obviously, again, playing to having a very diverse board was for a female representative. So that's why I was appointed and it was voted for by all of our members.

So in the application process, we did actually receive some applicants from males, which were not taken forward for an interview because this specifically had to be a female role. So really just to summarize, I've been involved in three nominations committees with various non-exec roles that I've had, and everything that I've experienced at Lancashire with the nominations committee has been excellent.

They follow all the codes of practice that you are supposed to. And in addition, they also follow Sport England and the ECB's Code of practice. So all I can say from my experience to date within my appointment is that they have been excellent to work with. They have all the skills required to make sure that a business of our size has the right skills in the non-execs that they appoint.

So I can absolutely vouch that they've been fantastic to work with and are super.