



## Advert for Wales Rugby League Non-Executive Directors

As part of the continued growth of Wales Rugby League (WRL) the board wishes to appoint new specialist Directors.

Wales Rugby League is the National Governing Body (NGB) for the sport of Rugby League in Wales and is a company limited by guarantee.

Rugby League has a rich heritage of Inclusion, equality and diversity and it is part of our governance plan to continually embrace this culture.

WRL intends to achieve at least a 60-40 gender parity on our board and also recognise our history by appointing BAME directors.

Therefore, while WRL will accept and consider all candidates we especially wish to encourage applications from females, disabled and BAME applicants.

We are currently looking for specialists in 3 areas

- Commercial business development
- Marketing
- Hospitality.

It's an exciting time to get involved as we recently launched our first Women's International player pathway, Learning Disability and Physical Disability Rugby League in Wales. We are also proud to say that both our Wheelchair and Men's National teams have qualified for the World cup in 2021 in England. We are looking for people with the skills, drive and passion to help us build on this legacy?

**Role Title:** Non-Executive Director

**Time Commitment:** Approximately 1-2 days per month  
4 face to face board meetings per year and 8 virtual meetings  
Represent the WRL at Community, National or International events.

**Induction:** We will provide a Director Induction package that will include: Rugby League culture familiarisation, Roles and legal responsibilities, Online Safeguarding and Anti-doping training.

**Remuneration:** The position is voluntary though all reasonable travel and subsistence expenses will be reimbursed.

**Location:** Flexible, although as we are a Wales NGB living in Wales is advantageous



There are two accompanying papers to this advert aimed at assisting interested candidates with their decision and their application process.

1. Role Description and Person Specification of WRL Director
2. Expectations of Directors under UK law and WRL Policy

Both papers are available to download within the article advertising for new Board members on [walesrugbyleague.co.uk](http://walesrugbyleague.co.uk) or can be requested along with further information from the WRL CEO [Gareth.Kear@walesrugbyleague.co.uk](mailto:Gareth.Kear@walesrugbyleague.co.uk) or WRL Chairman [Brian.Juliff@walesrugbyleague.co.uk](mailto:Brian.Juliff@walesrugbyleague.co.uk)

### How to Apply

Send CV and a separate supporting letter demonstrating your suitability for the role to WRL Chairman Brian Juliff [Brian.juliff@walesrugbyleague.co.uk](mailto:Brian.juliff@walesrugbyleague.co.uk) by 12 noon, Friday 28<sup>th</sup> February 2020.

**Be brave, can you be part of our team to make the future bright?**

## Role Description

<b>Role Title :</b>	Non-Executive Directors
<b>Time Commitment:</b>	Approximately 1-2 days per month
<b>Remuneration:</b>	Voluntary (With Expenses)
<b>Location:</b>	Wales

### Role Summary

- Setting the organisation's mission, vision, values and strategy
- Delegating appropriate authority to the chief executive, and monitoring and evaluating the implementation of policies, strategy and agreed objectives
- Ensuring that internal controls and that our governance are effective
- Ensuring that communications both to and from members are effective
- Creating and maintaining positive and productive relationships with stakeholders
- Provide direction and support for members and volunteers, helping them achieve the aims of the organisation.
- Assisting in the role in recruiting and retaining new partners.
- [Advising and developing plans to secure onward investment/funding to underpin the growth of our pathways](#)



## **Responsibilities**

### **In relation to the board:**

- Ensure Wales Rugby League pursues its core purpose, as set out in the Articles, as well as meeting its obligations under company law and other relevant legislation/regulations
- Lead the development of Wales Rugby League's strategic plans and put in place regular reviews of the long-term strategic goals.
- Ensure Wales Rugby League's organisational structure and capability, including the resource available, are appropriate for implementing the strategy
- Develop organisational policies, define goals, set targets and monitor progress against these.
- Create a strong and fulfilling working relationship with the other directors
- Assume guardianship of the legal and financial integrity of Wales Rugby League, as required under the Companies Act 2006
- Set risk appetite and oversee risk strategy
- Maintain careful oversight of any risk to reputation and/or financial standing of the organisation
- Carry out regular evaluation of board performance
- Ensure compliance with relevant governance requirements, including implementation of the *Governance and Leadership Framework for Wales*.

### **In relation to Wales Rugby League stakeholders and the sport sector:**

- Represent Wales Rugby League, championing the organisation and its members at appropriate events, meetings or functions
- Build strong and dynamic relationships with Wales Rugby League's members, understanding their diverse needs and uniting their voices
- Actively promote the diverse social and health benefits of Rugby League
- Establish, nurture and maintain effective working relationships with stakeholders including Sport Wales.

### **In relation to independence and Wales Rugby League:**

- Wales Rugby League welcomes applications from individuals who could be considered independent from the sport of rugby league, but who can contribute essential business skills and an outside perspective to the board.



## Person Specification

The successful candidate will be a **proven** leader who recognises how sport and physical activity contributes to society and the health and wellbeing of individuals.

Previous board experience is not essential **and** applications from candidates who have not previously served on a board but can demonstrate the skills and competencies necessary to contribute to Wales Rugby League are welcomed.

Knowledge of rugby league is not an essential requirement for the role.

### Role Competencies

- **Demonstrates robust, collaborative leadership**  
Has demonstrable experience in building and leading diverse teams, and uniting teams around shared aims and values.
- **Experience in developing organisations**  
Demonstrable experience in supporting the establishment and growth of developing organisations
- **Thorough understanding of and ability to implement good governance**  
Knowledge of the principles of good governance, and how these can be applied to sport to achieve optimum performance in governing bodies; in particular the structures and procedures required for decision-making, accountability and transparency and managing conflicts of interest.
- **Awareness and understanding of board responsibilities in a small business**  
Has a strong understanding of the role of the board, and the board's responsibilities with regard to governance, financial management, risk management and public accountability.
- **Ability to influence across the sporting landscape (Desirable, not essential)**  
Understands the sporting landscape and has the knowledge and ability to build strong relationships and navigate sporting, political and commercial environments

### Core Competencies

- **Excellent Communication Skills**  
Excellent verbal and written communication skills. Communicates plans and activities in a way that promotes understanding and buy in from others, and supports Wales Rugby League strategy



- **Organisation and effective planning**  
Shows an ability to organise and plan work on behalf of self and others; establishing efficient and appropriate plan of action for the board in line with agreed actions and strategies
- **Ability to develop and maintain effective professional relationships with a variety of stakeholders**  
Understands the importance of building effective relationships, and demonstrates an ability to develop and maintain strong, collaborative professional relationships with a range of stakeholders.
- **Flexibility**  
Open to change, and capable of adapting plans and behaviour to account for changes to circumstance or new information. Reacts rapidly to new situations or unexpected obstacles warranting attention.
- **Can operate comfortably in different cultural situations**  
Understands the importance of personal and organisational values, and demonstrates an ability to adapt to different situations and circumstances
- **Independence and objectivity**  
Demonstrates a clear ability to operate with an independent and objective mindset in the best interests of Wales Rugby League, including during board discussion and interactions with stakeholders.