



# Recruitment of Voluntary Non-Executive Director Wales Rugby League Board

## Background

The roles and responsibilities of Wales Rugby League Board are shared, and all members are equally liable. The office bearers have additional specific duties that they undertake on behalf of the Board that have been delegated by the Board, in order to offer a diversity of skill sets.

In this instance, we are seeking an individual with expertise in Human Resources, providing expert professional advice to the Board in all areas of HR.

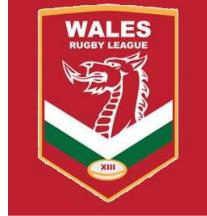
General duties include:

- Defining the organisation's aims, direction and priorities
- Ensuring that the Wales Rugby League aims, direction and priorities are clearly articulated and that there is wide understanding and support for them
- Agreeing the strategy, plans, policies and the funding required to achieve the aims
- Gaining the organisation's members and stakeholders views in determining direction and goals and maintaining communication with them
- Specifying key outcomes, referred to as Key Performance Indicators (KPIs) and approving the availability of resources to achieve them
- Monitoring the progress of Wales Rugby League in implementing the strategy, plans and processes against financial plans and budgets
- Developing a governance policy "umbrella" that ensures Wales Rugby League complies with all legal and regulatory requirements and statements of best practice and conducts its business in a transparent manner at all times
- Guarding and serving the interests of Wales Rugby League. Members and other stakeholders, including responsibilities to funding partners, staff, sponsors and the community at large
- Taking reasonable steps for the prevention and detection of fraud and other irregularities
- Ensuring that the Board complies with statutory and contractual requirements and with the Board's own policies
- Establishing a framework for assessment and management risk
- Safeguarding the assets of Wales Rugby League and agreeing a Reserves management process
- Recruiting, appointing, monitoring and supporting the CEO (or similar lead officer if employed)
- Setting standards and evaluating the Board's own performance so that the Board can improve as a collective and as individual directors within it
- Ensuring that there is appropriate succession planning
- Focusing on the future not the past
- Individual Directors may be required to take on a lead responsibility for a certain range of duties or specific project e.g. chairing a subcommittee on behalf of the Board. An agreed level of delegation will be approved by the Board for any additional duties

## Person Specification

The following skills set are required to fulfil the role:

- Experience within Human Resources
- Decision-making skills that allow informed decisions on a variety of matters
- Strong interpersonal skills
- Strategic perception and leadership skills
- The ability to establish strategies and guide their implementation



- The ability to discuss and debate with others and to constructively challenge ideas and decisions where necessary
- Ability to form good working relationships within and outside the Board
- Availability to attend meetings. Board Members must be prepared to attend Board meetings, usually a set number per annum (dates agreed in advance) and to be available for training as agreed by the Board itself

**To Apply please send CV to [neil.lynch@walesrugbyleague.co.uk](mailto:neil.lynch@walesrugbyleague.co.uk) by 5pm, Tuesday 28<sup>th</sup> February 2023.**

If you are an applicant with disability who meets the essential requirements of the job, we will interview you. Wales Rugby League welcomes applications from all suitably qualified persons regardless of age, sex, race, disability, pregnancy, marital / civil partnership status, sexual orientation, gender reassignment or religious background.

**The WRL is committed to equality through diversity and inclusion.**