



RECRUITMENT PROCESS, WRL

WRL is committed to inclusive, transparent, and equitable recruitment across all roles. While core principles apply universally, the recruitment process is tailored to suit the nature and expectations of each group: Staff, Volunteers, Players, and Non-Executive Directors (NEDs).

1. Role Definition & Planning

Staff & NEDs

- Develop formal Job Descriptions (JDs) with essential/desirable criteria.
- Align roles with strategic goals and governance needs.
- Consider diversity gaps and board composition (for NEDs).

Volunteers & Players

- Define roles informally or via role outlines.
- Focus on accessibility, inclusion, and community representation.
- Identify pathways for development and progression.

2. Job Advertisement

Staff & NEDs

- Use inclusive language and wide distribution (e.g., LinkedIn, diversity job boards).
- For NEDs: Consider targeted outreach via governance networks and board diversity platforms.

Volunteers & Players

- Promote via community channels, clubs, social media, and events.
- Emphasise values, culture, and opportunities for growth.



3. Application & Shortlisting

Staff & NEDs

- Use structured applications and anonymous shortlisting where possible.
- Diverse panels and scoring matrices to ensure fairness.

Volunteers & Players

- May use expressions of interest or informal applications.
- Focus on enthusiasm, values alignment, and potential.

4. Interview & Selection

Staff & NEDs

- Structured interviews with consistent questions.
- Accessibility adjustments provided.
- For NEDs: Include governance scenario questions and values alignment.

Volunteers & Players

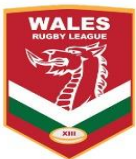
- Informal chats, trials, or group sessions.
- Emphasis on team fit, commitment, and inclusivity.

5. Offer & Onboarding

- Transparent communication: Provide clear feedback and next steps.
- Inclusive onboarding: Ensure materials and training are accessible and culturally sensitive.
- Mentorship: Pair new recruits with experienced staff to support integration.

6. Monitoring & Evaluation

- Track diversity metrics: Monitor representation across roles and levels.
- Feedback loop: Collect candidate feedback to improve future processes.
- Annual review: Evaluate recruitment outcomes and update policies where required.



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