

## Job Description

### Interim Performance Director



JOB DESCRIPTION	
<b>Job Title</b>	Interim Performance Director
<b>Salary</b>	Competitive – Executive Board Level
<b>Location</b>	WRU National Centre of Excellence, Hensol
<b>Hours of work</b>	35 per week. Monday to Friday Our working hours are generally 9am – 5pm but our approach to hybrid working - <b>‘Team Tactics’</b> means you can flex your hours and attendance in the office to support a sustainable work-life balance
<b>Responsible to</b>	Acting Group Chief Executive
<b>Contractual Status</b>	<ul style="list-style-type: none"> <li>Initial 6 Month period, Full Time</li> </ul>
<b>Role Summary</b>	<p>Supporting the key relationships in Welsh Rugby and driving the pathways and policies to help all who have the potential to succeed with particular focus on the professional game (Regional), National Senior Teams, National Teams (7s, U20, U18), National Academy players.</p> <p>This role is accountable for delivering a world – class rugby performance system, one that is the envy of the world, and sustains Wales as a “Top 6” world ranking team.</p> <p>To contribute effectively as a member of the Executive Board to the execution of the agreed strategy for Welsh rugby</p>
<b>Key Relationships</b>	Regional Coaches, WRU Executive Board, Regional CEOs, Age Grade Coaches, Other sports Elite Performance teams, Agents, Players Association, World Rugby, Other National Unions and Sporting NGBs, Sponsors and Press.
<b>Key Responsibilities, Tasks and Activities</b>	<ul style="list-style-type: none"> <li>Working with the key individuals to align Welsh Rugby from the top down. Ensuring an end to end rugby philosophy and approach is agreed enabling that all systems, structures and policies are consistent, understood and implemented. This would require having a close working relationship with the National Head Coach.</li> <li>Establish, implement and drive “World Class” rugby performance strategy, systems and structures in Wales based on intelligence, innovation, expertise, measurable.</li> <li>Produce a continual fit for purpose pipeline of quality high performance coaches and rugby players for the National Academy and Regions.</li> <li>Lead on the development and delivery of high performance strategic plans. Initiating long term planning strategies to ensure the Welsh Rugby Union’s success in pinnacle events particularly; the Rugby World Cup, Six Nations, Junior World Cup, Women’s Six Nations, Women’s World Cup.</li> <li>Drive a culture of high performance excellence of – discipline, behaviour, excellence, trust, respect and caring</li> <li>Develop and deliver high quality staff for all high performance programmes and systems inclusive of coaches, strength and conditioning, support staff, analysis, management and medical support.</li> <li>Develop effective working relationships with other world class systems around the world.</li> <li>Lead on the development and implementation of the Player and Coach Welfare Program at the performance foundation end.</li> <li>Lead on the strategic development and delivery of an integrated full game Coach succession, Development and Education Programme</li> </ul>

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	<ul style="list-style-type: none"> <li>• Ensure that the national talent identification (including exiles) and national development strategies are implemented into all National Age Grade Team programs and National Sevens programs.</li> <li>• Overall responsibility for the Rugby Performance team in their delivery and management of programs at all levels. Provide leadership, education, guidance, motivation, feedback and support as required across High Performance staff.</li> <li>• Maintain effective working relationships with external funding stakeholders, consultants and Welsh Rugby Union personnel.</li> <li>• Prepare and monitor high performance budgets.</li> <li>• Represent the WRU on outside boards and organisations as directed by the GCEO.</li> <li>• Act As an ambassador and promote the best interests if the WRU at all times.</li> <li>• Carry out duties to help support the WRU Group mission statement in line with the WRU Group values.</li> <li>• The WRU are committed to providing CPD for the successful candidate. We expect the successful candidate to undertake available training courses and research to enhance personal knowledge, skills and experience.</li> <li>• Carry out duties in support of the WRU Group Strategic Mission, Purpose and Values</li> </ul>
<b>PERSON SPECIFICATION</b>	
<b>Knowledge, Skills and Experience</b>	<ul style="list-style-type: none"> <li>• Strong interpersonal skills and relationship management</li> <li>• Likely to be educated to degree level, or equivalent in a relevant field.</li> <li>• Five years' experience in a leading management role within Rugby Performance</li> <li>• In depth knowledge of the professional game in Wales</li> <li>• An understanding of the requirements and needs of high performance teams and systems</li> <li>• An ability to formulate and implement rugby systems and structures that deliver key programs to drive high performance</li> <li>• Ability to deliver and implement robust talent identification systems and high performance development pathway leading to world success</li> <li>• An extensive network in High Performance or elite sports industry</li> <li>• A high level of organisation and management skills</li> <li>• Must be highly effective in strategic planning and business development; with the ability to create and convey practical visions and objectives for the future</li> <li>• Demonstrate outstanding leadership skills, with the ability to inspire and develop others</li> <li>• Have gained broad experience to contribute effectively in Executive Board responsibilities, beyond the immediate remit</li> <li>• Be credible at all levels with an ability to move easily from clubroom to boardroom</li> <li>• Demonstrate empathy for a Welsh rugby culture and have ability to influence at all levels of the game</li> <li>• Act as change agent – provide a balanced contribution with pace and intelligence in equal measure</li> <li>• An ability to operate effectively within agreed budgets and deliver expected returns on investment</li> <li>• Demonstrate the qualities to act as a role model for rugby in Wales and the WRU values</li> <li>• Excellent IT skills, specifically Microsoft package</li> <li>• Strong interpersonal skills</li> </ul>

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	<ul style="list-style-type: none"> <li>• Excellent written and verbal communication skills are essential</li> <li>• Strong interpersonal and relationship management</li> <li>• Excellent knowledge and understanding of regulatory compliance</li> <li>• Ability to communicate and work through the medium of Welsh is desirable</li> </ul>	
<b>WRU Group Benefits (Subject to change)</b>	<p>As a permanent member of the WRU Group, you will have access to our full range of employee benefits, including:</p> <ul style="list-style-type: none"> <li>• 25 days annual leave, plus bank holidays (pro rata)</li> <li>• Pension (5% employee, matched by WRU)</li> <li>• Life assurance (4 x basic annual salary)</li> <li>• WRU Group Ticket Allocation</li> <li>• Option to join Flexible Health Care Cash Plan</li> <li>• Quarterly wellbeing initiatives</li> <li>• Employee assistance programme</li> <li>• Enhanced Company Sick Pay</li> <li>• Team Tactics – hybrid working arrangements</li> <li>• Free stadium parking and gym</li> <li>• WRU Group store and tour discounts</li> <li>• WRU Group partnership offers (subject to change)</li> </ul>	
<b>WRU Group Inclusion Statement</b>	<p>The WRU Group is an equal opportunities employer. We are committed to supporting and promoting equality and diversity. We recognise the value of a diverse and inclusive workforce and welcome applications from all sections of the community.</p>	
<b>Other</b>	<ul style="list-style-type: none"> <li>• Valid UK driving licence is require</li> <li>• This role is subject to an basic DBS disclosure and reviewed regularly in line with regulated/professional/recruitment/policy activity and policy requirements</li> </ul>	
<b>Acknowledgement</b>		
<b>Employee Signature:</b>	<b>Name:</b>	<b>Date:</b>
<b>Line Manager Signature:</b>	<b>Name:</b>	<b>Date:</b>

**The job description is subject to change pending review by the role holder and their line manager.**