

Role Profile : President of the Scottish Rugby Union

<u>Location</u>	Murrayfield
<u>Duration</u>	Electoral Term
<u>Remuneration</u>	Voluntary role

Purpose of Job

Required to operate outwith the politics of the game to promote the Scottish Rugby Union and the game.

Key Accountabilities

- To promote the Scottish Rugby Union and game of rugby in Scotland and be an ambassador for the Union as required.
- To serve as a member of the Scottish Rugby Council
- To attend any appropriate rugby related meetings within Scotland
- To accept suitable invitations and also suggest attendance at relevant functions/events subject to discussion with the Scottish Rugby Board Chairman and or Council being mindful of budgetary restrictions (a nominal budget should be agreed at the commencement of the President's tenure)
- To seek support and advice from key employees and colleagues within Scottish Rugby as required to ensure that questions and presentations can be addressed accurately and comprehensively

Key Performance Areas

To operate within the requirements of the Scottish Rugby Code of Conduct

Key Contacts

Chairman of the Board

Chief Executive

Board and Council members

Clubs and their representatives

Scottish Rugby employees as required

Relevant external organisations e.g. Scottish Executive, Local Authorities, etc.

Additional Roles

The President also acts as Chair of the Council and, in that capacity, sits on the Board as a non-executive Director.

Competencies

Effective Communication

- Communicates in a manner which builds confidence in our ability to deliver as an organisation
- Communicates in a positive manner
- Communicated to the right people, in the right style, at the right time.

Facilitating Change

- Identifies realistic opportunities to improve practices.
- Develops new and innovative solutions
- Actively influences others to take responsibility for quality and continuous improvement.

Planning and Organising

- Prioritises workload effectively
- Identifies short & long term priorities and objectives

- Identifies issues which may prevent goal achievement and makes plans to avoid this.
- Makes use of systems to manage own time & activities of others as appropriate.

Team Working

- Willingness and ability to work co-operatively & supportively with colleagues.
- Develops positive, open working relationships in order to solve problems & ensure best outcomes.

Personal Accountability

- Demonstrates a committed, positive approach to work & colleagues.
- Takes responsibility for decisions & actions taken.
- Follows through on commitments.

Person Specification

Role Title: President

Factor	Essential	Desirable
Qualifications & Attainments	<ul style="list-style-type: none"> • Affiliation with a member club / Associate Body, in line with election rule requirements. 	
Experience & Knowledge	<ul style="list-style-type: none"> • A broad knowledge of the club game in Scotland. • a sound knowledge of most aspects of the game of rugby. • substantial experience and service on a club committee preferably to the level of President • an ability to augment the work of the Council and Board through professional, career, or work experiences • experience of presenting and/or making speeches to various audiences and the ability to convey specific messages in a clear, articulate manner. • Experience of networking and building relationships across a variety of groups as well as facilitating relationships between others. 	<ul style="list-style-type: none"> • Have operated at a management level in another organisation. • Previous Board level experience • Participation in multi club rugby environment (Club forum / Associate Body management group / Regional Competitions Committee / etc.)
Competencies	<ul style="list-style-type: none"> • Effective Communication • Facilitating Change • Planning and Organising • Team Working • Personal Accountability 	
Additional Requirements	<ul style="list-style-type: none"> • Ability and reputation to be an appropriate ambassador for Scottish Rugby. • Must be able to devote significant amount of time to the role and travel throughout Scotland to undertake the duties required. 	<ul style="list-style-type: none"> • Current driving licence

Role Profile : Chairman of the Scottish Rugby Union Council

<u>Location</u>	Murrayfield
<u>Duration</u>	Electoral term of President
<u>Remuneration</u>	Voluntary role

Purpose of Job

The Chairman's primary role is to ensure that the Council is effective in its tasks of representing the views of member clubs/Associate Bodies, of supporting the Scottish Rugby Board and of acting as ambassadors for the game of rugby in Scotland.

Key Accountabilities

- To ensure that the Council carries out its role of monitoring and review of the Board
- Chair Council meetings
- Providing leadership to the Council
- Planning and conducting Council meetings effectively
- Ensuring all members have the opportunity to represent their clubs/body adequately and that all views are taken into consideration
- Ensuring the Council focuses on its key tasks
- Taking responsibility for Council members actions and behaviour
- Ensuring Council Representatives on the Board fulfil this role adequately and in line with the role description.
- To represent the Scottish Rugby Union at official functions both home and away
- Overseeing the induction and development of new Council members
- Supporting the Chairman of the Board

Key Performance Areas

To operate within the requirements of the Scottish Rugby Code of Conduct

To ensure that the Council provides adequate support to the Board and Executive Management team in their efforts towards developing rugby in Scotland by achieving the targets contained within the Strategic Plan.

Key Contacts

Chief Executive

Board and Council members

Clubs and their representatives

Scottish Rugby employees as required

Relevant external organisations e.g. Scottish Executive, Local Authorities, etc.

Competencies

Effective Communication

- Communicates in a manner which builds confidence in our ability to deliver as an organisation
- Communicates in a positive manner
- Ensures relevant information is communicated to the right people, in the right style, at the right time.

Facilitating Change

- Identifies realistic opportunities to improve practices.
- Develops new and innovative solutions
- Actively influences others to take responsibility for quality and continuous improvement.

Planning and Organising

- Prioritises workload effectively
- Identifies short & long term priorities and objectives
- Identifies issues which may prevent goal achievement and makes plans to avoid this
- Makes use of systems to manage own time & activities of others as appropriate.

Team Working

- Willingness and ability to work co-operatively and supportively with colleagues.
- Develops positive, open working relationships in order to solve problems & ensure best outcomes.

Personal Accountability

- Demonstrates a committed, positive approach to work & colleagues.
- Takes responsibility for decisions & actions taken.
- Follows through on commitments.

Person Specification

Role Title: Chairman – Scottish Rugby Council

Factor	Essential	Desirable
Qualifications & Attainments	<ul style="list-style-type: none">• Have operated at a management level in another organisation.• Knowledge of the game of rugby in Scotland.	<ul style="list-style-type: none">• Business related qualification.
Experience & Knowledge	<ul style="list-style-type: none">• Experience of strategy development• Experience of managing geographically disparate team of people.	<ul style="list-style-type: none">• Experience of working with local business community• Excellent media interaction skills• Previous significant voluntary role
Competencies	<ul style="list-style-type: none">• Effective Communication• Facilitating Change• Planning and Organising• Team Working• Personal Accountability	
Additional Requirements	<ul style="list-style-type: none">• Ability and reputation to be an appropriate ambassador for Scottish Rugby.	