

Development Manager.

The company.

Rugby Europe is the European governing body responsible for the promotion, development, administration and management of international competitions for the 47 member unions across the continent. The association organises more than 130 international XV's matches and 15 rugby Sevens tournaments each year, including the Men's European XV's Championships (Championship, Trophy, Conference 1 & 2, Development), the U20 and U18 European XV's Championships, and all the Rugby 7s Competitions for the European Nations Men and Women, European Championships and regional qualifications for the Olympic Games. Founded in 1934, Rugby Europe plays a pivotal role in the development of Rugby across the European continent. Rugby Europe is one of the six Regional Associations across the globe, members of World Rugby, the international rugby federation.

The context.

Rugby Europe has enjoyed significant growth in the last couple years. Rugby Europe is looking to recruit a Development Manager who will be at the heart of rugby growth, working with Rugby Unions across the continent.

The 47 national Rugby Unions are categorized in 5 categories, reflecting the maturity and stage of development of each Union:

- High Performance (6 Unions)
- Performance (5 Unions)
- Development (3 Unions)
- Growth (3 Unions)
- Membership (30 Unions)

The role.

The Rugby Europe Development Manager will be required to deliver highly effective and competent Member Services for Rugby Europe to identified Unions in the Region.

Principal Accountabilities:

Deliver Services to Unions as per Rugby Europe Strategic Plan - Advise and consult with Members on topics related to:

- **Administration, strategy and governance**

Bylaws / Strategic Plan / Budgeting / Human Resources / Rugby Stadiums including artificial pitches / Event planning and execution / Membership Strategy / Governance

- **Sporting**

Volunteers management / Structure and Competitions / Development Plan / Equipment / Discipline / Match officials / Player Safety

- **Funding**

Public funding from all sorts / Private funding (commercial revenues / private investment)

Inspiring growth in the game and increasing participation in Rugby

- Listening to the needs of the Member Unions to enable them to further grow rugby in their country.
- Advises on processes to grow the game in the Region in conjunction with the Regional Association and the World Rugby Regional Partnership Manager (RPM).
- Deliver growth through a specific focus on increasing participation in rugby, increasing registered and non-registered players, teams and programmes with a specific focus on (but not limited to) unions in membership and growth categories.
- Manages unions delivery of Get Into Rugby and Rugby Rising Play programs.
- Ensure that Unions have updated development plans to deliver growth. Provides advice on strategic, operational and Rugby development planning to Unions and when required facilitates the production of those plans.
- Liaises closely with World Rugby Regional Partnership Manager, Rugby Europe CEO and staff, and Rugby Europe Development committee on development policies and activities to grow the game.
- Report the input from Unions to Rugby Europe and World Rugby to advise on policies making and development programs.

Provide strategic support to Unions

- Completes Union Visits/Reviews in the Region with a specific focus on (but not limited to) unions in membership and growth categories.
- Stimulate, encourage and organize regional cooperation between neighbouring countries.
- Provide support to Unions in their relationship with local government authorities and meet government officials as appropriate.
- Advises and guides Unions on securing and processes Olympic solidarity investment.
- Works with World Rugby RPM, Rugby Europe Regional Training Manager and WR Technical Services to ensure there is growth in accredited personnel.
- Provide support and guidance to Unions on their public and private funding strategies, including commercial and marketing strategies.
- Negotiates with Unions whose Governance structures do not meet the required standards and facilitates improved Governance structures

Skills and competencies.

- Excellent Rugby development knowledge and expertise and knowledge of governance models
- Strategic planning, development and programme management skills and expertise
- Ability to advise on organisational development matters, to interpret financial data and information such as budgets, financial forecasts, cash flow projections and balance sheets.
- Ability to advise on public and private funding strategies
- Highly developed interpersonal skills and ability to cope with cultural diversity
- Fluency in English, French appreciated, a third language a plus
- People management skills

Location.

Paris 8th, on site at the RE office for the first couple months, can be flexible later on.

Duration.

Permanent contract, date of entry to be agreed

Application Process.

Unique place to submit your application :

<https://boost-1743083678.teamtailor.com/en/jobs/6001115-rugby-europe-development-manager>