



Reviewed and Updated: Brian Juliff + Gareth Kear 2019
Next Review: January 2021

General Manager for Wales Rugby League *Fixed Term (two years)*
Job Description

Lead the Future

- Work with the Board of Directors of Wales Rugby League to develop and deliver their individual Visions and Strategies and ensure effective lines of reporting and accountability are in place.
- Raise the profile of the sport through the development of effective marketing and promotional opportunities.

Lead the Organisation

- Oversee the delivery of development and performance objectives for the organisation.
- Deliver against key organisational requirements including equality, safeguarding, governance and the leadership framework.
- Oversee and manage policies and processes for financial management; manage the short-term budgets; long term financial planning and ensure appropriate reporting is in place
- Develop and implement effective policies and procedures to ensure the effective delivery of the organisational objectives.
- Manage competing priorities of the organisation to ensure a balanced and differentiated work programme based on the organisations needs and priorities; regularly review this throughout each year.

Lead the Team

- Lead and manage a team of staff to deliver against organisational objectives.
- Performance manage the staff team including through one to ones, performance appraisals
- Develop staff in line with organisational objectives.

Lead Others

- Develop and manage effective relationships with key stakeholders to include, but not exclusive to Sport Wales, Local authority partners.
- Develop and manage internal and external relationships and improve engagement with key partners including county or regional associations, clubs, and Home Country NGB's
- Develop commercial partnerships and seek out sponsorship opportunities to drive forward the continued growth and development of each sport.



Skills & Competencies	Essential	Desirable
Experience		
Three years in a leadership role	X	
Elite Performance Coaching	X	
International sports team management	X	
Sales and marketing at director level	X	
Qualifications		
Finance qualification		X
Coaching	X	
UKAD accreditation for anti-doping	X	
Management / leadership qualification		X
Leadership		
<ul style="list-style-type: none"> Ability to lead an organisation 	X	
<ul style="list-style-type: none"> Set and drive strategic direction 	X	
<ul style="list-style-type: none"> Ability to adapt to and manage change 	X	
Managing People		
<ul style="list-style-type: none"> Ability to inspire and empower others 	X	
<ul style="list-style-type: none"> Ability to lead and motivate staff and volunteers 	X	
<ul style="list-style-type: none"> Effective relationship management 	X	
<ul style="list-style-type: none"> Managing conflict 	X	
Finance & Governance		
<ul style="list-style-type: none"> Experience of managing profit and loss, and setting and managing financial budgets of £1m+ 	X	
<ul style="list-style-type: none"> Experience of managing effective governance processes 	X	
Performance Management	X	
Excellent communication skills	X	
Experience of balancing multiple priorities	X	
Sales and marketing experience	X	
Development of commercial opportunities	X	
Personal Qualities	X	
<ul style="list-style-type: none"> Understanding of sports structures in Wales and the UK 	X	
<ul style="list-style-type: none"> Time management 	X	
<ul style="list-style-type: none"> Organisational skills 	X	