

R – P – A

THE RUGBY PLAYERS ASSOCIATION

NED CANDIDATE BRIEF

July 2022



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OVERVIEW

The RPA is the representative body and collective voice of professional rugby players in England which was established in 1998 to look after the interests of all professional players, from Academy players to the superstars of the international game. The RPA offers members Player Welfare and Representation services as well as a comprehensive Player Development Programme to help prepare them for life after rugby. The RPA has also acted as the exclusive commercial representative of the England Team since February 2004.

The RPA was launched in August 1998 by former Wasps and England player Damian Hopley. It was Damian's own experience of being injured captaining the England Sevens Team in 1996 and the lack of support available which provided the motivation to set up a Players Association to protect the collective interest and provide an influential and independent mouthpiece for professional rugby union players in England, regardless of nationality.

The RPA is a Not for Profit organisation consisting of three separate entities; The Rugby Players Association (Registered Trade Union), RPA Management Ltd (commercial entity whose activities provide financial support to the RPA) and Restart Rugby (Registered Charity).



MISSION

At the RPA we want to be at the heart of an inclusive game that is thriving for all stakeholders, playing a key role in shaping the debate, agenda, and outcomes, both at home and internationally.

Our promise to you is that we will work hard and unconditionally as your trusted confidantes, in a way that is of benefit to you both as individuals, and as a collective, now and in the future.

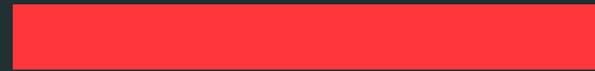
We will act on behalf of you collectively for the greater good of all of our members and the long term success of the game.

At the same time we are committed to providing each of you with the challenge and support that will nurture your talents and ambitions, ensuring it will be fun along the way and where you will be proud of your achievements.

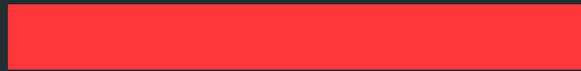


RPA TODAY

The Rugby Players Association has three main areas of activity:



Personal Development, player welfare and research projects

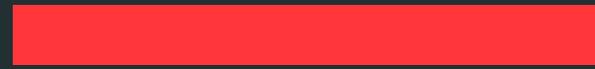


Association activities – enhancing employment conditions for its members and Team England Rugby LLP



Providing access to the official RPA Charity, Restart Rugby

Direct impacts of the RPA carrying out the above activities are:



Assisting with the overall growth of English Rugby, from grassroots to elite level



Attracting and retaining professional players, as a result of a defined career pathway and welfare support in the event of premature curtailment of playing careers through injury

These activities and outcomes are achieved through the RPA staff and Restart Rugby, the costs for both of which are funded by a combination of member subscriptions, RPA managed commercial fundraising events and securing corporate sponsors - and, most importantly, annual funding from the RFU and PRL towards specific player welfare programmes and projects.



RPA TODAY

RPA Management Ltd is the commercial arm of the RPA, generating essential revenue through the RPA Commercial Programme, consisting of partnerships, sponsorship, events and corporate hospitality. The commercial programme offers potential partners unprecedented access to elite rugby players to help market their brand as well as leveraging their association within the sport. Crucially, our Business Partners investment has a direct impact on our members, and provide essential welfare services and opportunities to them all. In addition, the revenue generated helps grow the future of the game by helping its most valuable assets, and by supporting Restart Rugby.

The Players' Charity. Restart Rugby (previously named The RPA Benevolent Fund) was established in 2002 to provide support and assistance to professional players as a result of injury, illness and hardship. The support provided over many years to both players and their families in their time of need is a constant reminder as to why the charity is so essential for past, present and future players. Demand upon Restart Rugby is expected to increase significantly year on year, with support expected in areas such as injury, illness and hardship. The Players must have a safety net in their time of need and the track record of Restart dictates that we are uniquely placed to provide this assistance.

FINANCIALS

TOTAL TURNOVER
CIRCA

£3M

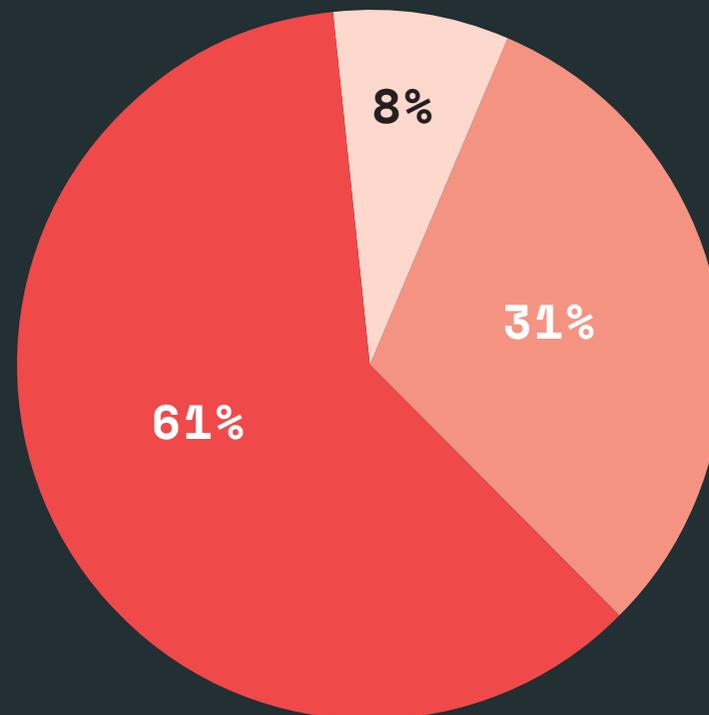
RUGBY PLAYERS
ASSOCIATION
TURNOVER CIRCA

£1.4M

RPA MANAGEMENT
LTD TURNOVER
CIRCA

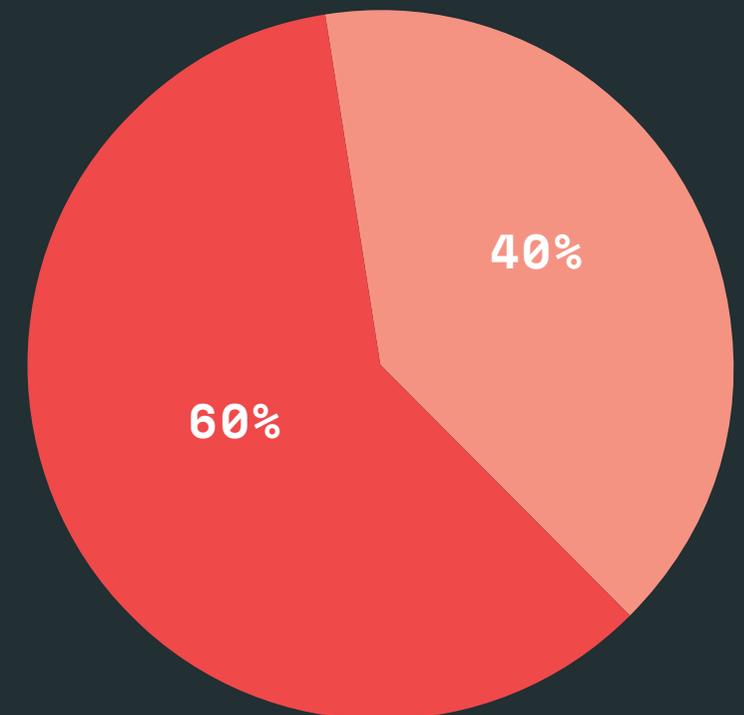
£1.6M

OUR INCOME



- WELFARE INVESTMENT (PRL/RFU)
- COMMERCIAL PROGRAMME
- PLAYER SUBSCRIPTIONS

OUR EXPENDITURE



- PLAYER WELFARE SERVICES & PROGRAMMES
- ASSOCIATION / REPRESENTATION

STRATEGY

We are about to go through a strategic review which will focus on a number of areas;

- Delivering on the needs and aspirations of our player members
- Acting on the needs of our individual members when we need to, and acting on behalf of the collective membership when we should do, all with the ultimate aim of building a game of rugby where all stakeholders are thriving
- Supporting our players to fulfill their potential by nurturing their talents and capabilities
- Preparing our members for their rugby lifecycle before, during and after their careers as professional players



RPA BOARDS

EXECUTIVE BOARD

The RPA Management Board currently consists of eight members and include the following:

THREE NON-
EXECUTIVE
DIRECTORS

RPA PLAYERS
BOARD CHAIR

RPA PLAYERS
BOARD VICE
CHAIR

RPA
GROUP
CEO

RPA PLAYER
WELFARE
DIRECTOR

RPA COO

The roles and responsibilities of the RPA Management Board are set out in the RPA Constitution, namely within a “Scheme of Delegation”. This scheme is used to achieve full transparency and accountability in respect of the delegation of powers from the RPA Players Board and ensure that the elected player representatives are fully involved in the process.

RPA BOARDS

EXECUTIVE BOARD



JUDITH BATCHELAR
OBE
CHAIR OF THE RPA
MANAGEMENT BOARD

Judith joined the management board in January 2019 and was appointed Chair in September 2021. With over 35 years experience in the food and drink industry, with nearly half of that time spent at Sainsbury's, as Director of Sainsbury's Brand, and more recently Corporate Responsibility, Sustainability and Public Affairs, Judith has a wealth of knowledge and insight to bring to the position.



MARK CAMPION
NON EXECUTIVE
DIRECTOR

Mark joined Campion Willcocks & Associates Ltd in 1988 eventually taking over as Managing Director and assuming overall responsibility for the business in 1994. Today he works at senior executive and board level, managing relationships and helping clients to identify, understand and address the change management issues they face.



MARK RIDER
NON EXECUTIVE
DIRECTOR

Mark is Chief Financial Officer at Shepherd Neame, Britain's oldest brewer and pub operator across the South East of England where he is responsible for all finance, IT and people matters as well as leading their sustainability programme. Prior to this Mark held a number of senior finance roles at J Sainsbury plc .



DAMIAN HOPLEY MBE
GROUP CEO
(Leaving on the
15th August)

Damian played for Wasps and England, and was part of England's World Cup-winning 7s team in 1993. He went on to play in the 1995 Rugby World Cup and captained the England 7's team in 1996 before being forced to retire from professional rugby in 1998 due to a career-ending knee injury.

The lack of support available to professional players at that time motivated Damian to found the RPA. Building the business from nothing, he has worked tirelessly with the talented RPA team to deliver enhanced player welfare, support, representation and development for the 1,200 current and former professional rugby players in England.

RPA BOARDS

EXECUTIVE BOARD



STUART MUNDAY
RPA COO

Stuart joined the RPA in 2005 and has over 20 years' experience in various finance and management roles from within trade union and membership based organisations, which included the position of Finance Officer at British Actors Equity Association. A member of the RPA Management Board, Stuart is responsible for the management of the daily business operations of the RPA Group and all performance management aspects of its respective departments.



RICHARD BRYAN
RPA PLAYER
WELFARE
DIRECTOR

Richard is a qualified lawyer and former player, having played for Bath, Newport and Leeds. During his time at Newport, Richard served as a Player Representative on the Board of the Welsh Rugby Players' Association.



ETHAN WALLER
RPA PLAYERS
BOARD CHAIR

Ethan was first elected to the Board back in 2018, and was appointed chair back in February 2021. As Chair, Waller has played a pivotal role in key decisions across the game and wants to continue to be at the forefront of ensuring success for the players both on and off the pitch. Waller is set to re-join Northampton Saints ahead of the 2022/23 season.



VICKII CORNBOROUGH
RPA PLAYERS
BOARD VICE CHAIR

Vickii has been on the RPA Players Board since 2017 and is the first female player to take up a leadership role. Cornborough is a regular member of the Red Roses and played in all their games in their Grand Slam winning Tik Tok Women's Six Nations victory.

RPA BOARDS

PLAYERS BOARD

The RPA Players Board has the role and responsibility of 'Safeguarding the Players' Interests'. It is vital that the Board understand the requirements of all players, represents their wishes appropriately and ensures constant communication between each squad and the Board. This includes, but is not limited to, the following areas:

- Ratifying the elections of members of the RPA Management Board
- Proposed RPA player welfare strategy and policy
- RPA Funding Negotiations
- Personal Development Programme
- Membership Categories
- Overseeing the activities of the RPA Management Board (through RPA Chair and Vice-Chair)

The composition of the Board is made up of the thirteen Premiership player representatives, England men and women 7's and England Women EPS. The Board also consists of the Chairman of the RPA Management Board and the RPA Group CEO, resulting in a total of eighteen members. All members of the RPA Management Board are also in attendance at all meetings in a non-voting and observer capacity. The RPA Players Board generally meet three times per year (January, May, October). The RPA AGM currently takes place in May, where the entire membership is invited to attend.

A photograph showing the silhouettes of several people on a grassy field at sunset. One person is standing on the shoulders of others, holding a ball high above their head. The sky is a mix of blue and orange, and the ground is dark. The overall mood is one of teamwork and achievement.

RPA NED ROLES

- This RPA position is open to candidates used to operating at Board level, with women and individuals from ethnic minority backgrounds particularly encouraged to apply. We are keen for our Board to more closely reflect the diversity of the playing community we represent.
- Prior experience as a Non-Executive Director is not required. Fundamental to the Board's selection will be the candidate's commercial mindset, personal integrity, team approach and 'fit' with the culture of the Board.
- On a personal level, applicants will have an interest in leadership, culture, colleague engagement, development and wellbeing, and will share our ambitions to make The RPA a great place to work and a great organisation to work with.

JOB DESCRIPTION

ROLE 1

ROLE 1 – PERSON SPECIFICATION COMMUNICATIONS, MARKETING AND CORPORATE AFFAIRS.

The RPA would like to appoint a Board Member with extensive knowledge and senior experience in communications, marketing and corporate affairs at a strategic level in addition to broad expertise in managing a diverse and complex group of internal and external stakeholders. The successful candidate will bring understanding and practical knowledge of what works in engaging and motivating colleagues with best in class internal communications, as well as a track record in marketing and external communications, including Government. Digital marketing and social media experience would also be an advantage.

This RPA position is open to candidates used to operating at Board level, with women and individuals from ethnic minority backgrounds particularly encouraged to apply. We are keen for our Board to more closely reflect the diversity of the playing community we represent. Prior experience as a Non-Executive Director is not required. Fundamental to the Board's selection will be the candidate's commercial mindset, personal integrity, team approach and 'fit' with the culture of the Board.

On a personal level, applicants will have an interest in leadership, culture, colleague engagement, development and wellbeing, and will share our ambitions to make The RPA a great place to work and a great organisation to work with.

Required for this role

- Communications track record in the impactful delivery of complex messaging through multiple channels with broad stakeholder engagement
- Government affairs working knowledge and practical expertise across the population of members of parliament, ministers and civil servants
- NGOs expertise gained from first hand exposure to charities and other organisations with well defined campaign strategies
- Customer-facing commercial experience with senior-level experience operating at executive committee (or equivalent) or Board level in customer-focused commercial organisations, working directly with complex issues on a day-to-day basis. Candidates will be able to act as a customer champion and demonstrate passion for driving excellent customer service
- Broad Network of influential contacts and opinion formers, including media, celebrities at an individual and organisational level who can help develop the public and private face of the RPA
- Transformational Change the RPA and rugby more broadly is going through a period of significant change and all Board members will be required to play an active role in driving that change as appropriate

JOB DESCRIPTION

ROLE 2

ROLE 2 – PERSON SPECIFICATION HUMAN RESOURCES, DIVERSITY AND INCLUSION.

The RPA would like to appoint a Board Member with extensive knowledge and senior experience of human resources and organisational development at a strategic level as well as experience of determining overall remuneration for senior roles. The successful candidate will bring an understanding of diversity, inclusion, and gender issues, as well as performance management, disputes and appeals. As the organisation grows and extends its reach there will be a requirement for our teams to acquire new skills and upgrade existing skills, we envisage this role playing a full part in how we develop a high performing team, made up of individuals who are committed to their own personal development as well as the development of our player members. Public or third sector senior experience would also be an advantage.

This RPA position is open to candidates used to operating at Board level, with women and individuals from ethnic minority backgrounds particularly encouraged to apply. We are keen for our Board to more closely reflect the diversity of the playing community we represent.

Prior experience as a Non-Executive Director is not required. Fundamental to the Board's selection will be the candidate's commercial mindset, personal integrity, team approach and 'fit' with the culture of the Board.

On a personal level, applicants will have an interest in leadership, culture, colleague engagement, development and wellbeing, and will share our ambitions to make The RPA a great place to work.

Required for this role

- UK regulated industry experience, recent (within the last 5 years) experience operating at executive committee (or equivalent) or Board level in a highly regulated industry
- Committee experience in both remuneration and nomination committees, it would be helpful if you had Chaired or deputised for a relevant committee
- Subject matter expertise whilst the organisation has the appropriate external support in place for regulatory matters, working knowledge and expertise in all aspects of human resources, organisational design, diversity and inclusion and personal development is required
- Transformational Change the RPA and rugby more broadly is going through a period of significant change and all Board members will be required to play an active role in driving that change as appropriate

JOB DESCRIPTION

ROLE 3

ROLE 3 – PERSON SPECIFICATION DATA AND DIGITAL TECHNOLOGY.

The RPA would like to appoint a Board Member with extensive knowledge and senior experience of digital technologies, data analytics at a strategic level as well as practical experience of implementing digitisation of business processes and the use of these technologies to drive behavioural change and create new commercial opportunities. The successful candidate will bring an understanding of the regulatory framework regarding data ownership and permissioning as well the legal challenges, whilst maintaining an innovative and creative approach to maximising the commercial benefits of the digitisation of rugby, particularly where the players interest are concerned. As the organisation grows and extends its reach through social media there will be a requirement for our teams to acquire new skills and upgrade existing skills, this role will play a full part in ensuring the Board is able to advise and challenge appropriately on these technical areas for benefit of our membership.

This RPA position is open to candidates used to operating at Board level, with women and individuals from ethnic minority backgrounds particularly encouraged to apply. We are keen for our Board to more closely reflect the diversity of the playing community we represent.

Prior experience as a Non-Executive Director is not required. Fundamental to the Board's selection will be the candidate's commercial mindset, personal integrity, team approach and 'fit' with the culture of the Board.

On a personal level, applicants will have an interest in leadership, culture, colleague engagement, development and wellbeing, and will share our ambitions to make The RPA a great place to work.

Required for this role

- UK regulated industry experience, recent (within the last 5 years) experience operating at executive committee (or equivalent) or Board level in a highly regulated industry
- Relevant experience in investment Boards and other Committees it would be helpful if you had Chaired or deputised for a relevant committee
- Subject Matter expertise whilst the organisation has the appropriate external support in place for some subject areas we do not have access to this with respect to data integrity, ownership and data handling. First hand technical expertise in the technologies themselves and in data analytics would be key
- Future Visioning the ability to develop and share foresight with respect to emerging technologies and what they mean for rugby and our players is vital, this is a fast evolving area and we need to be ahead of the game in this area
- Transformational Change the RPA and rugby more broadly is going through a period of significant change and all Board members will be required to play an active role in driving that change as appropriate

FURTHER INFORMATION

AND HOW TO APPLY

TERMS OF APPOINTMENT

There are five in-person Board meetings per year. Additionally, each Board member is normally appointed to at least one Committee or Project. Some committee and working group meetings are held online, but others will meet in person. Committees usually meet up to four times per year. The role is unremunerated but reasonable expenses, including travel, will be reimbursed. The appointment is for a three-year term, which may be renewed for a total of two terms.

HOW TO APPLY

For more information about this exciting opportunity please email your CV and a covering letter stating which role you are applying for, to info@edensearch.co.uk by the 1st August. For specific questions not addressed in the candidate brief, please contact **David Macaulay** at Eden Search & Select on **020 3795 7735** or info@edensearch.co.uk. Eden Search & Select are managing all applications on behalf of The RPA.

PLEASE NOTE

The RPA has requested that candidates do not contact them directly. Instead, if you know someone at the organisation, please mention it in your covering letter. Members who do not respect this may risk having their application rejected.



PROCESS

4TH JULY TO 29TH JULY

RPA share the advert which directs interested parties to the RPA website where they will see details of how to download the candidate brief and apply to Eden.

1ST AUGUST TO 5TH AUGUST

All applications for the roles assessed and those individuals to progress to interview approved

8TH AUGUST TO 2ND SEPTEMBER

FIRST INTERVIEWS

Preferred candidates interviewed and recommendations to be made to the RPA Board

5TH SEPTEMBER TO 9TH SEPTEMBER

Second interviews and/or “fireside chats” with those we have progressed

12TH SEPTEMBER TO 16TH SEPTEMBER

Announcements to be made, induction programme starts, first Board meetings



RESTART



Restart is the official charity of the Rugby Players Association.
We support professional rugby players through serious injury, mental health and hardship

HOW WE HELP OUR PLAYERS



Medical
treatment



Rehabilitation
or disability
support



Financial
support



Emotional
support



The support I have received from Restart from day one has been incredible. It has made such a difference to my recovery and how positive and motivated you see me today”

Ed Jackson, Former Bath, Wasps and Dragons Rugby Player

RESTART IN NUMBERS

We support

1,200+

current and former players

£1.7M

spent on player support since 2005

Founded in

2001

by RPA
Group CEO
Damian
Hopley

Every season
we invest

£60K+

to fund our
Confidential
Counselling Service

RUGBY-PLAYERS-ASSOCIATION