

R – P – A

NON-EXECUTIVE DIRECTORS

The Rugby Players Association (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).

THE OPPORTUNITY

The RPA Management Board oversees the strategic development of The RPA and ensures the effective use of resources to support the activities that are ultimately in the best interests of our members, rugby players more broadly, the game of rugby, and its reputation.

The Board is committed to conducting its business in accordance with good Corporate Governance Principles and comprises external independent members as well as internal members from the Executive Team and representatives of the player members. Board Members are responsible for ensuring The RPA operates in accordance with all regulatory requirements and they will also serve on the various Committees as appropriate.

The Board has a collectively responsible style that is collegiate and respectful. The focus of the Board is on creating stakeholder value. Board members are able, independent, and guided above all by a strong sense of duty to our key stakeholders, the players.

The RPA has ambitious growth plans, it is about to go through a strategic review and as part of that process they now seek new independent Non-Executive Directors. These Non-Executive Directors will use their specific skill sets and relevant experience to help the Board make strategic decisions and expand its reach to transform the lives of our player members and through delivering impact attract new members.

R – P – A

NON-EXECUTIVE DIRECTORS

THE CANDIDATE

In order to support the work of the Executive as The RPA expands its activities, and to provide oversight and reassurance for our player members, the RPA is looking for skilled and experienced senior operators in three areas;

- **Communications, marketing and corporate affairs.**
- **Human resources, diversity and inclusion.**
- **Data and Digital Technology.**

The role of Non-Executive Directors will be to:

- Contribute as a Director towards the Board's responsibility to serve the interests of stakeholders and bring independent judgement to issues of strategy, performance, resourcing, and the monitoring of our partners activities.
- Bring their own insights and experience to help evolve strategic thinking for the business.
- Support the Executive team (particularly the CEO, COO and Player Welfare Director) to deliver the strategic aims of the organisation and play an influential role in the rugby "ecosystem" more widely.
- Provide challenge and support as necessary to drive the individual and collective performance of the Executive and Senior Leadership Team.
- Use their specific operational expertise and technical "know how" to ensure the business is run effectively.
- Enhance the range of the Board's skills, expertise, experience and knowledge.
- Maintain the reputation and profile of The RPA.

FURTHER INFORMATION

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.

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.

CONNECTED PARTIES

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.

HOW TO APPLY

For more information about this exciting opportunity please download the candidate brief on the RPA website and 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.