



DIRECTOR OF TALENT & PERFORMANCE

The Rugby Football League (RFL) is the governing body for the Sport of Rugby League in the United Kingdom.

We believe that Rugby League is more than a sport. It is a cultural identity, a passion, a way of life, and a practical force for good in communities. Its history is one of determination to succeed against the odds, to fight discrimination and intolerance, and to be an honest and authentic sport, which cares enough to make a difference to its fans, their families, and our communities. Since 1895, we have delivered a sport that delights fans across the country. We are proud of who we are, the value we add to sport and society, and the difference we make, together.

Rugby League has, at the start of 2023, agreed a new corporate strategy and undergone a significant governance restructure, which includes the creation of a new entity, RL Commercial. The realignment enables the focus of the RFL to be on developing and growing the grassroots game, driving participation, performance of the England teams, and independently regulating the sport. Whilst working closely alongside RL Commercial, the RFL is dedicated to continuing to be a high performing national governing body. In addition, in 2022, Rugby League announced a long-term strategic partnership with a global leader in the sports and entertainment industry, IMG-Endeavour Group, the sport is now poised to take advantage of an array of exciting opportunities.

We are excited to share an opportunity for a **Director of Talent & Performance** to join our Executive team. The successful candidate will be one of six Executive Directors who report into the RFL Chief Executive Officer. This role is responsible for providing vision, leadership and direction to the England Performance Unit, which will include the design, development and delivery of an accessible performance and coaching strategy for all levels of the game ensuring that the objectives are clearly communicated and that there is commitment to ownership of accountability and delivery in line with organisational goals.

We seek an exceptional, inclusive leader to fill this vacancy, who will bring the skills and credibility to drive a high-performance culture and act as the expert in on field performance across Rugby League. You will be able to evidence competency in decision making, enabling you to contribute to the Executive team and in determining the strategic direction of the England Performance Unit. You will be a natural collaborator, able to build effective relationships with all stakeholders both within and external to Rugby League.

Location: We are based at the Etihad Campus, Manchester. The Etihad Campus is an accessible venue, but we would be pleased to discuss any specific accessibility needs on a one-to-one basis.

Remuneration: £66,671 – £80,005, plus car allowance and benefits.

The RFL recognises the enhanced creativity, performance, and legitimacy of an organisation that embraces and celebrates diversity, and we are actively striving to realise these benefits at executive level and beyond. We recognise that to fully deliver on our mission and be true to our guiding principles, we must be representative of the communities which we serve. We have committed to achieving gender parity and greater diversity within the RFL, and strongly encourage applications from suitably qualified candidates from under-represented sections of the community, whether based on sex, gender, race, disability, sexuality, lower socio-economic groups, or other characteristics. We would be pleased to discuss our culture and commitments with any interested individuals.

How to apply: If you are interested in this role, please submit your CV and cover letter to the RFL People Team at people.team@rfl.co.uk by 14th June 2024. Alternatively, if you would like to have an informal discussion about the role, please contact the Director of People and Culture, Victoria Sinicola in the first instance.