



Job title	Guinness PRO12 Elite Referees Manager – Full Time Post
Reports to	Direct Report - On a day to day basis to the Pro12 Tournament Dir and CEO Celtic Rugby – On a strategic basis

Officiating Objectives for the Guinness PRO12

The Guinness PRO12 (PRO12) is an elite professional rugby championship owned and operated by Celtic Rugby DAC. The Board of Celtic Rugby has recognised that it is essential that all aspects of championship management should be professional. The Board also recognises that as a ‘cross-border’ championship it is crucial that all officiating appointments are neutral otherwise the championship leaves itself open to criticism. In addition, it is critical that PRO12 officiating standards are of the highest order compared to similar tournaments and as such there needs to be a coordinated and centralised approach to officiating development, recruitment, training, performance review and Club/Union communication.

It is therefore envisaged that the role of the PRO12 Elite Referee Manager (ERM) is to take direct responsibility for the management of the PRO12’s Refereeing Panel and to coordinate and drive forward the PRO12’s strategy for match officiating within the Championship.

The goal of the Guinness PRO12 in respect to match officiating is as follows:

- All Match Referees to become professional.
- Match referees to report directly to the ERM.
- Referee Performance Review and Club Coach Communication to be managed by the ERM.
- The ERM will coordinate elite referee training and development programmes across Unions.
- All match officials – Referee, AR1, AR2 and TMO to be neutral.
- All Unions to have a Senior Referee Manager (SRM) – responsible solely for the top end of domestic game.
- All Unions to agree a common and coordinated development and officiating investment plan.

Direct Accountabilities

- Delivery of best in class decision making across the Pro12 Competition
- Leadership of all Match Officials operating in the Pro12 Competition
- Leadership of the relationship with Officiating Managers of the Pro12 participating Unions
- Identification, Management, Appointment, Review & Development of Pro12 Match Officials
- Leadership of an effective relationship between Pro12 Officials and Pro12 Coaches that delivers a compelling product on the field
- Leadership of the Pro12 relationship with Officiating Representatives of World Rugby, EPCR, PRL, Top14 and Super Rugby.
- Delivery of agreed objectives within set budget parameters

Objectives

- Undertake a comprehensive benchmarking exercise of Officiating across all sports through the ‘17/18 season and recommend the future developments that will ensure Pro12 leadership
- Define & agree a structured profile of values, skillset and behavioral criteria for a Pro12 Official, enabling consistent and objective personal review from ‘17/18 season
- Agree and implement a structured & objective performance review process by game and individual for all Pro12 Officials from ‘17/18 season
- Agree and implement a structured communication process that consistently aligns Pro12 Officials & Coaches in expectation, execution & review from ‘17/18 season
- Agree and implement a structured development programme that delivers a constant pipeline of future Pro12 Officials from ‘17/18 season

Type of Individual

- A Leader with a structured approach and solid experience of Management processes

- Very effective & open communicator, able to demonstrate significant influencing skills across a wide range of stakeholders
- Politically astute and able to demonstrate experience of managing complex relationships successfully
- High level of maturity and experience of managing intense situations

Qualifications and Experience

Elite Referee Manager will be required to demonstrate:

- Refereed at highest level – International Rugby, European Professional Club Rugby
- A minimum of 10 years' experience within the rugby refereeing community
- Commands obvious respect from the rugby refereeing community
- Experience and understanding of working with rugby governing bodies
- Operated at a senior managerial level within other multi-faceted organizations

Working conditions

The job will be office or home based as agreed. Frequent travel to PRO12 offices in Dublin and to each of the PRO12 Unions and Clubs will be required as will attending meetings, conferences and rugby tournaments organised by other rugby bodies.

Salary and Conditions

This is a Full-Time position.

Salary to be agreed