

# Community Rugby Referee Manager

The Community Rugby Referee Manager is responsible for the leadership of the Community Rugby Referee System in NZ and the execution of NZR's Referee Development Plan.

The role will apply subject matter expertise and a national systems level approach to the development of community referee that ensures refereeing is rewarding, effective, and creates meaningful experiences for players and participants. The role will work in collaboration with relevant NZR team members as well as support Provincial Union stakeholders in the development of their referee development plans, workforces, Rugby Referee Associations, and refereeing cohorts. The span of the role will range from transformation leadership, the provision of subject matter expertise, to the delivery of essential referee development systems, services, and support.

 Location	 Team	 Leader	 Employment Type	 Direct Reports	 Span of Control
Wellington / Auckland	Community Rugby	Head of Rugby Participation and Development	Permanent/Full Time	1-2	1-2
<b>Key Stakeholder Groups</b> <b>Internal:</b> NZR employees within Community Rugby and High-Performance Rugby <b>External:</b> PU Community Rugby Managers, PU Referee Education personnel, Community Rugby Educators and Trainers, Regional Squad Leads, Oceania Rugby Referee Development Staff, World Rugby Referee Development Staff, Academic coaching practitioners and educators, SportNZ Sport Development Leads					

## What You Do

### System Leadership

- Lead the Community Rugby Referee System in New Zealand through national leadership and connectivity with the Provincial Union Referee System.
- Develop and lead programmes, projects and workstreams that align to the NZR Community Rugby Referee Development Plan.
- Apply best practice change management practices to support the successful implementation of the NZR Community Rugby Referee Development Plan.
- Monitor and evaluate progress against NZR's Community Rugby Referee Development Plan in partnership with the PU Relationship Team and Provincial Union Investment Model.
- Maintain, communicate, and apply subject matter expertise in officiating best practise as it relates to the NZR's Community Rugby Referee Development Plan and community rugby within New Zealand.

### Relationships and Promotion

- Develop and maintain positive relationships with Provincial Union Community Rugby leads to ensure NZR's referee development programmes are valued, supported and effective.

- Lead the national recruitment and marketing campaign to support Provincial Unions in the recruitment and retention of referees.
- Effectively engage the community rugby refereeing cohort in New Zealand to promote and inspire ongoing effective referee development.
- Effectively engage with referee development personnel across the sport development sector in NZ and through Oceania and World Rugby.
- Collaborate with NZR's High Performance Referee staff to ensure community rugby is aligned and enabling high performance coach development outcomes.

### Referee Development Support

- Support High Performance Referee staff in the talent identification and development of emerging referees.
- Lead and support, in collaboration with High Performance Referee staff, the selection and co-ordination of Regional Representative Squads for National Domestic Competitions.
- Collaborate with the NZR Women and Girls team to support the acceleration of female referees recruitment, development and retention.

### Referee Workforce Development

- Support Provincial Unions in the recruitment, retention, and development of their referee development workforce including referees and referee developers and educators.
- Oversee the development of quality learning approaches and education resources for referee development in New Zealand.

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## What You Bring

### Key experience and skills include:

- Proven referee development and system leadership in a sport context at either a national or regional level.
  - Proven change management skills.
  - Proven programme and project management skills.
  - A level of understanding of the game of rugby.
  - An understanding of modern coaching and educational pedagogy.
  - Expert presentation and facilitation skills.
  - Strong evaluation and reporting skills.
  - Proven ability to lead others and skilled in giving feedback and helping others improve performance.
  - Excellent relationship management skills.
  - Excellent communication skills, both written and verbal.
  - A tertiary degree in a management discipline and/or sport related area.
  - A World Rugby Educator license is preferred but not essential.
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