

ROLE DESCRIPTION

Role title: Director of Youth Rugby

Estimated time commitment: 8-12 hours per month

Length of tenure: 3 Years

Requirements: RFU DBS

POSITION IN HAMPSHIRE RFU

Responsible to: Chair of Hampshire RFU

Direct Reports: None

PART 1: ROLE SPECIFICATION

MAIN PURPOSE OF ROLE

The Director of Youth Rugby provides strategic leadership for the development, growth and governance of youth rugby across Hampshire and serves as a full member of the Hampshire RFU Board. As a Director, the role contributes to the overall leadership, strategic direction and effective governance of Hampshire RFU, ensuring that youth rugby priorities, plans and investment support the organisation's wider ambitions and strategic objectives.

Working in partnership with the Deputy Director of Youth Rugby, Girls' Lead, the Executive Director, and a network of programme, competition and volunteer leads, the Director leads the Youth Rugby Directorate, setting strategic priorities, overseeing delivery of annual plans and budgets, monitoring performance.

The Director provides strategic oversight of youth rugby across clubs, schools, competitions, representative rugby and player development pathways, helping to create a connected and player-centred system that supports participation, retention and progression. This includes strengthening the pathway from first experiences of rugby through Mini, Junior and Girls' rugby and into lifelong participation in the adult game.

KEY RESPONSIBILITIES

1. Strategic Oversight & Board Leadership

- Contribute to the collective leadership and governance of Hampshire RFU.
- Actively participate in Board discussions, decisions and strategic planning.
- Represent the interests of Hampshire RFU and its membership as a whole, acting in the best interests of the game across the county .
- Supporting delivery, monitoring and review of the Hampshire RFU Strategy 2025–2028.
- Lead the development, coordination, delivery and oversight of the Youth Rugby Directorate's annual strategic and operational plan and budget, ensuring alignment with Hampshire RFU's strategic priorities.
- Monitor performance against agreed objectives, plans and budgets, proactively addressing risks, challenges and opportunities to support the successful delivery of youth rugby across Hampshire.
- Provide regular reports and strategic recommendations to the Board on progress, key achievements, budget performance, emerging trends, opportunities, risks and areas requiring support.
- Champion Hampshire RFU's values and expected behaviours.

2. Directorate Leadership & Volunteer Management

- Provide strategic leadership to the Youth Rugby Directorate, working in partnership with the Deputy Director of Youth Rugby to oversee the people, programmes and activities that support youth rugby across Hampshire.
- Establish clear priorities, objectives, roles and responsibilities across the Youth Rugby Directorate.
- Lead, support and empower competition, programme and age-group leads to deliver agreed objectives and outcomes.
- Delegate operational responsibilities appropriately while maintaining effective oversight and accountability.
- Foster a positive, inclusive and collaborative volunteer culture, encouraging the recruitment, development and succession planning of a diverse volunteer workforce.

3. Player Experience & Participation

- Champion a positive, inclusive and player-centred rugby experience for all young people participating in youth rugby across Hampshire.
- Monitor participation, retention and engagement trends, using insight and data to inform decision-making and development priorities,
- Work with clubs and stakeholders to identify and address barriers to participation, retention and player progression.
- Support the continued growth, development and visibility of girls' rugby across Hampshire.
- Work with CB I&D Lead to identify under-represented communities and opportunities to deliver targeted activities to these groups.

- Oversee the development and evolution of competitions, festivals and playing opportunities to ensure they meet the needs of players, clubs and the wider game.
- Collaborate with the Director of Adult Rugby and other stakeholders to strengthen player pathways and support the successful transition from youth to adult rugby.

4. Club, Schools & Player Pathways

- Provide strategic leadership to create a more connected and collaborative youth rugby system across Hampshire, strengthening relationships between clubs, schools, representative rugby and RFU development pathways.
- Encourage inclusive practices across clubs, schools and player pathways to ensure opportunities are accessible to all young people.
- Promote alignment and effective communication across clubs, schools and player development pathways to support participation, player progression and long-term engagement in the game.
- Develop and maintain strong relationships with Youth Chairs, Age Grade leads and other club stakeholders, ensuring club feedback, needs and priorities inform Hampshire RFU's youth rugby strategy and decision-making.
- Work in partnership with Hampshire's schools rugby network and School Rugby Managers to strengthen school-to-club links, increase participation opportunities and support player recruitment and retention.
- Provide oversight of Hampshire Age Grade representative rugby and relevant RFU player development pathways, ensuring programmes have clear objectives, effective governance and deliver positive player experiences.

5. Player Welfare and Safeguarding

- Working with the Director of Compliance and relevant specialist leads, champion a player-centred approach to youth rugby.
- Help ensure Hampshire's youth rugby activity operates within relevant RFU Age Grade regulations and guidance.
- Promotes appropriate safeguarding and RugbySafe practice.
- Ensures programme and competition leads understand their responsibilities.

PART 2: PERSON SPECIFICATION

ESSENTIAL SKILLS, KNOWLEDGE AND EXPERIENCE

- Experience of leading and developing teams, projects or volunteers.
- Good understanding of youth rugby, including Mini, Junior, Schools, Girls' and representative rugby.
- Ability to develop and deliver strategic plans and monitor progress against objectives.
- Experience of working with clubs, schools, volunteers and other stakeholders.

- Strong leadership, communication and relationship-building skills.
- Commitment to equality, diversity and inclusion and creating welcoming, accessible environments for all young people in rugby.
- Understanding of the barriers that may affect participation, retention and progression in youth sport.
- Ability to influence, collaborate and achieve outcomes through others.
- Understanding of player welfare, safeguarding and creating positive environments for young people.
- Experience of planning, managing and monitoring budgets or resources.
- Ability to analyse information and use data to support decision-making.
- Commitment to the values of rugby and the development of the game.

DESIRABLE SKILLS, KNOWLEDGE AND EXPERIENCE

- Understanding of RFU age grade regulations, structures and player pathways.
- Experience of serving on a Board, committee or governance group.
- Knowledge of competition, festival or representative rugby programmes.
- Understanding of the challenges and opportunities affecting youth rugby participation and retention.
- Experience of working with schools to support rugby development and player recruitment.
- Knowledge of equality, diversity and inclusion initiatives within sport.
- Knowledge of strategies for increasing participation amongst under-represented communities.
- Experience of managing change and driving improvements across an organisation.

ROLE DESCRIPTION APPROVAL AND SIGN OFF

Requesting Director(s): Executive Director

Director of People: Hannah Avoth

Date: 2 Sept 2026