



GHA

RUGBY FOOTBALL CLUB

Recruitment Requirements 19th March 2026

General Members

Role: Owners of the Club

Board of Directors

Role: Oversee strategic direction

Operational Committees

Role: Handle specific areas of Club operations

Commercial Operations Committee

Role: Day-to-day management of club's commercial business

Advisors

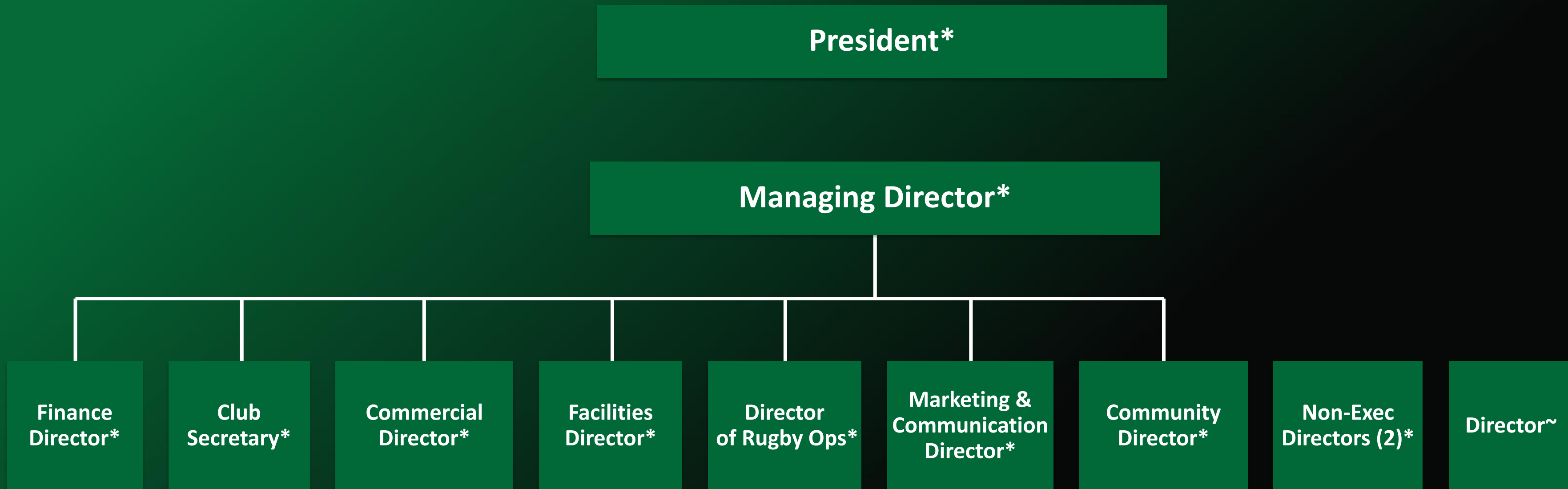
Role: Provide key guidance, oversight and expertise
eg legal, HR, financial

Approved Organisational Structure



GHA
RUGBY FOOTBALL CLUB

Approved Board of Directors Structure



*To be recruited
~N/A at this time



GHA
RUGBY FOOTBALL CLUB

Commercial Operations Committee

Commercial Director*

**Commercial
Manager~**

**Sponsorship &
Partnership
Associates***

Community Director*

Managing Director*

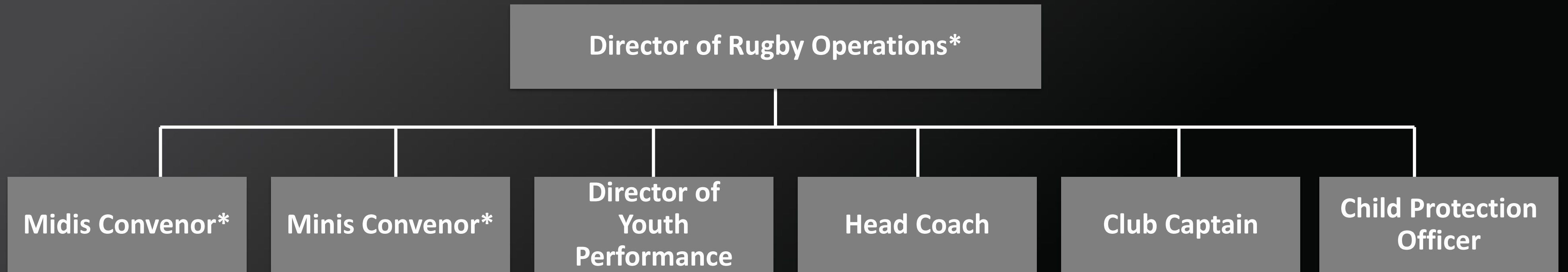
**Marketing &
Communication
Director***

*To be recruited
~N/A at this time



GHA
RUGBY FOOTBALL CLUB

Rugby Operations Committee



*To be recruited



GHA
RUGBY FOOTBALL CLUB

Marketing & Communications Committee



*To be recruited



GHA
RUGBY FOOTBALL CLUB

Finance & Facilities Committees

FINANCE COMMITTEE



FACILITIES COMMITTEE



*To be recruited



GHA
RUGBY FOOTBALL CLUB

Board Member Roles Profiles

ROLE	PURPOSE	ACTIVITIES	EXPERIENCE/SKILLS
<p>President</p>	<p>Chairs Board meetings. Operates as the senior ambassador of the Club, promoting strong governance at Board level and maximise member engagement.</p>	<ul style="list-style-type: none"> • Act as a sounding board for the MD • Provide a communications conduit between Club members and the Board • Principal spokesperson for the Club in official capacity at Governing Body meetings, match day events and at other public events • Safeguard the Club's values, culture and reputation • Ensure compliance with the Club's Articles and Governance Policies • Develop strong relationships with all key stakeholders • Strong communication and social skills • Confident representing the club publicly • Strong understanding of governance structures • Strong networking skills 	<ul style="list-style-type: none"> • Strong communication and social skills • Confident representing the club publicly • Strong understanding of governance structures • Strong networking skills



GHA
RUGBY FOOTBALL CLUB

Board Member Roles Profiles

ROLE	PURPOSE	ACTIVITIES	EXPERIENCE/SKILLS
Managing Director	<p>Leads and manages the Executive Directors to ensure the Club operates effectively, sustainably and develops in line with the Strategic Plan and Mission.</p>	<ul style="list-style-type: none"> • Oversee the implementation of the Club's Strategic Plan • Maintain an overview of all Board Operations Committees • Monitor performance against all key performance measures • Build and lead a high performing Board team • Chair Board meetings and ensure transparent and effective decision making • Liaise with professional management and key stakeholders 	<ul style="list-style-type: none"> • Senior leadership experience • Commercial and financial acumen • Strong communication and organisational skills • Integrity and ability to resolve conflict • Strategic thinker with financial understanding



GHA
RUGBY FOOTBALL CLUB

Board Member Roles Profiles

ROLE	PURPOSE	ACTIVITIES	EXPERIENCE/SKILLS
Finance Director	Ensures compliance with the Club's annual budget	<ul style="list-style-type: none">• Chair the Finance Committee• Manage the Club's financial affairs• Prepare and present the Club's budget and periodic financial reports• Oversee financial planning and risk management• Ensure compliance with financial regulations	<ul style="list-style-type: none">• Qualified accountant or senior finance leadership role



GHA
RUGBY FOOTBALL CLUB

Board Member Roles Profiles

ROLE	PURPOSE	ACTIVITIES	EXPERIENCE/SKILLS
Club Secretary	Ensures the effective administration of the Club's affairs through communication and record keeping.	<ul style="list-style-type: none">• Maintain accurate records of Board meeting and other Club activities• Manage all non-commercial correspondence and communications on behalf of the Club• Ensure compliance on legal and regulatory requirements• Ensure Board decisions and minutes are published• Keep up to date membership records	<ul style="list-style-type: none">• Strong administrative and written word skills• Quasi legal experience advantageous



GHA
RUGBY FOOTBALL CLUB

Board Member Roles Profiles

ROLE	PURPOSE	ACTIVITIES	EXPERIENCE/SKILLS
<p>Commercial Director</p>	<p>Drives the Club's commercial growth through leading sponsorship, partnerships and revenue generating activities.</p>	<ul style="list-style-type: none"> • Chair the Commercial Operations Board • Develop the Business Plan in conjunction with the Board • Oversee the delivery of the Business Plan • Provide regular commercial updates for the Board against stated targets • Manage Commercial staff including regular performance reviews 	<ul style="list-style-type: none"> • Experience of leading sponsorship and business to business sales activities • Well developed negotiation skills • People management skills • Licensed trade knowledge



GHA
RUGBY FOOTBALL CLUB

Board Member Roles Profiles

ROLE	PURPOSE	ACTIVITIES	EXPERIENCE/SKILLS
Director of Rugby Operations	Manages the Club's on-field activities at all levels to maximise participation and performance.	<ul style="list-style-type: none">• Chair the Rugby Operations Committee• Develop the Rugby Operations Plan in conjunction with the Board and key stakeholders• Oversee the delivery of the Rugby Operations Plan• Liaise with the Governing Body on rugby related matters• Manage Rugby Operations staff including regular performance reviews	<ul style="list-style-type: none">• Experience of Rugby Operations management at a senior level• People management skills



GHA
RUGBY FOOTBALL CLUB

Board Member Roles Profiles

ROLE	PURPOSE	ACTIVITIES	EXPERIENCE/SKILLS
Facilities Director	Ensures that all Club facilities are 'fit for purpose' for the present and future, including all commercial initiatives.	<ul style="list-style-type: none">• Chair the Facilities Committee• Develop the Facilities Plan in conjunction with the Board• Manage the maintenance and upkeep of all Club facilities• Ensure compliance with safety and other regulatory standards• Co-ordinate facility improvements and upgrades• Manage third party contractors	<ul style="list-style-type: none">• Facilities management and maintenance experience• 3rd Party contractor management experience• Negotiation skills• H&S and other regulatory bodies knowledge



GHA
RUGBY FOOTBALL CLUB

Board Member Roles Profiles

ROLE	PURPOSE	ACTIVITIES	EXPERIENCE/SKILLS
<p>Marketing & Communication Director</p>	<p>Improves Club presence, supporter engagement and maximised revenue through execution of marketing and communication initiatives.</p>	<ul style="list-style-type: none"> • Chair the Marketing & Communication Committee • Develop the Marketing & Communication Plan in conjunction with the Board • Oversee the delivery of the Marketing & Communication Plan • Provide Marketing & Communication expertise to the Commercial Operations Board • Work with the Community Director to improve supporter engagement , match day experience and Club community profile 	<ul style="list-style-type: none"> • Marketing and Communication experience in a commercial venture • Knowledge of best use of CRM and social media outlets • Strong communication skills



GHA
RUGBY FOOTBALL CLUB

Board Member Roles Profiles

ROLE	PURPOSE	ACTIVITIES	EXPERIENCE/SKILLS
Community Director	Develops and maintain strong relationships between the Club, its members and supporters and the local community	<ul style="list-style-type: none">• Develop and implement strategies to engage members and the local community• Foster positive relationships with local organisations, schools and local businesses• Promote the use of Club facilities by the local community• Develop and implement initiatives to improve member satisfaction and retention• Improve member involvement in club activities and fundraising events	<ul style="list-style-type: none">• Experience of local community programmes including volunteer engagement• Strong communication skills



GHA
RUGBY FOOTBALL CLUB

Board Member Roles Profiles

ROLE	PURPOSE	ACTIVITIES	EXPERIENCE/SKILLS
<p>Non-Executive Director</p>	<p>Provides independent oversight, strategic guidance and constructive challenge to the Board in all aspects of its operations.</p>	<ul style="list-style-type: none"> • Appointed as required by the conditions of SIS loan agreement for 3G pitch • Provide independent oversight of the Club strategy and direction • Evaluate the effectiveness of Board decision making and alignment with Club strategy • Promote high standards of Governance in line with the Club's articles • Support and mentor Board members in their own areas of expertise 	<ul style="list-style-type: none"> • Prior Board experience in a similar sporting or private commercial venture • Mentoring or personal development experience • Independent thinkers



GHA
RUGBY FOOTBALL CLUB



GHA
RUGBY FOOTBALL CLUB

