

Rugby Manager- Match Officials & Referees POSITION DESCRIPTION

Position	<i>Rugby Manager, Match Officials & Referees</i> North Harbour Rugby Union (“NHRU”)
Reports to (title)	<i>Head of Rugby Engagement and Participation</i>
Direct reports	As per NHRU organisational chart
Functional relationships with	Union staff; North Harbour Rugby Referees Association, NZRU staff; The Blues; other Provincial Unions; Mitre 10 Cup management team; Clubs; schools; other stakeholders.
MAIN PURPOSE OF POSITION	
<p>The <i>Rugby Manager, Match Officials & Referees</i> is accountable for growing and maximising the engagement and participation of Referees in the region.</p> <p>HarbOUR organisational purpose (Improving the lives of HarbOUR People through Rugby), mission (Creating better experiences for HarbOUR people) to achieve our vision of being the most community-focused Provincial Union in New Zealand.</p>	
RESPONSIBILITIES	
Lives the HarbOUR Way	<ul style="list-style-type: none"> • We value our people • We are passionate and love rugby • We celebrate our success • We work hard and have fun
Personal Standards	<ul style="list-style-type: none"> • Customer and relationship focus; • Deliver what s/he promises; delivers on targets and within agreed timeframes; • Drives a culture of continuous improvement, sets high standards for self and others; • Ethical; trustworthy; respected; high levels of personal integrity.
Referee Development	<p>Delivery of the NZR Referee Education Officer programme;</p> <ul style="list-style-type: none"> • Create and deliver development pathways that support the growth of Referees in the region focusing on training programs for NHRRA Referees, “You Make the Call” for Youth Referees, and “Small Blacks” for Junior Associate Referees • Coordinate and align with the North Harbour Rugby Referees Association personnel around the development pathways to maximise the growth and development of identified individuals and groups.
Relationship and Stakeholder Management	<ul style="list-style-type: none"> • Work cross functionally with other organisations to ensure Harbour Rugby is well respected • Work closely and collaborate with key intermediaries i.e. that support Match Officials Referees
Administration and Operational Management	<ul style="list-style-type: none"> • Lead and administer the North Harbour Rugby Football Union Judicial process within the community game • Match Officials Manager for NPC and Farah Palmer Cup fixtures • Manage the provision of refereeing services for local tournaments/competitions and assist at provincial events when

	<p>required</p> <ul style="list-style-type: none">• Preparation of planning and reporting documentation as required• Excellent standards of written and verbal communication.• Operate within budget at all times.
Key Challenges	
<ul style="list-style-type: none">• Managing many relationships with a variety of needs.• Developing programmes that are scalable to a variety of stakeholders with a people development focus	