

Job Description Swiss Rugby Union / Fédération Suisse de Rugby (FSR)

1. Name of Position / Definition

National Technical Director (DTN):

Head of Elite Sports & High Performance & Head of Development and Mass Participation

Member of the Executive Board (ExB)

100% Employment

Elite Sports & High Performance:

The department of Elite Sports & High Performance is first and foremost responsible for anything concerning the national teams. This includes but is not limited to their planning and deployment, the selection of coaches and managers, as well as the planning, managing, and controlling of the respective budgets. In addition, he/she will develop the “Projet de Jeu” (Playing Style) for Swiss Rugby and will ensure the integration of its philosophies into coaches and referee education and training. In addition, he/she will develop a Youth & Elite high performance concept, will plan, manage, and control the relevant budgets for it, and will implement the concept.

Development and Mass Participation:

The area of mass participation is aimed at developing rugby in Switzerland, particularly on regional level, in Clubs, and in Rugby Schools. This is accomplished mainly through implementation and ongoing development of appropriate competitions, coaching education, referee training and education, as well as through the support of regions, clubs, and schools in the creation of structures and infrastructure geared at developing the sport of rugby.

2. Main Tasks & Responsibilities:

Elite Sports & High Performance

- Responsible for leading and coordinating the Elite Sports & High Performance department with the aim of achieving its goals.
- Plans and steers the activities, projects, and services in the area of Elite Sports & High Performance, and supervises / ensures the professional and timely delivery of its projects.
- Provides consistent leadership to the staff in his department, especially the coaches and managers of the national teams as well as the Regional

Development Directors (DTRs). Involves club presidents and coaches in the planning and delivery process as needed.

- Responsible for coaching and technical work on and off the pitch for youth and senior high performance teams
- Plans, manages, and controls his assigned budget.
- Ensures the implementation and respect of the “Charter for Ethics in Sports” in his area of responsibility.
- Responsible for the implementation of IRB, FIRA/AER, and Swiss Olympic requirements and guidelines in his area of responsibility.
- Responsible for planning and coordinating human resources in his area.

Development & Mass Participation

- Responsible for leading and coordinating the development and mass participation department with the aim of achieving its goals.
- Plans and steers the activities, projects, and services in the area of Mass Participation, and supervises / ensures the professional and timely delivery of its projects.
- Provides consistent leadership and input to the steering committees related to his/her area, including but not limited to the Rugby Schools Steering committee (CTE), the Youth Rugby Steering Committee (CTJ), the Competition Steering Committee, the Training & Education Steering Committee, the Area of J & S (Youth and sport), as well as the Regional Development Directors (DTRs). Involves club presidents and coaches in the planning and delivery process as needed.
- Plans, manages, and controls his assigned budget.
- Ensures the implementation and respect of the “Charter for Ethics in Sports” in his area of responsibility.
- Responsible for the implementation of IRB, FIRA/AER, and Swiss Olympic requirements and guidelines in his area.
- Responsible for planning and coordinating human resources in his area.

3. Leadership Responsibilities

Elite Sports & High Performance

- Leads and steers, together with the respective national team coaches and managers, the set-up and activities of all Swiss national teams and national selections. Follows the requirements and directives of the IRB, FIRA-AER, and of the BoD (Board of Directors) and collaborates closely with the DTRs, as well as the Rugby Schools.

- Leads the ongoing calendar planning and scheduling for the national teams (Matches, Training Sessions, camps, etc) and coordinates these with the CEO, the Competition Commission, and, where appropriate, the DTRs.
- Develops the guidelines for planning, implementation, deployment, and administration of all national team activities.
- Develops, in collaboration with the national team coaches and the DTRs, the “Projet de Jeu” (Playing Style) for Swiss Rugby and ensures the integration of its philosophies into coaches’ and referees’ education and training
- Plans and leads the following projects:
 - National Team (= Elite Sport) Programme
 - National Training Centre project
 - Project to introduce Elite Sport Basic Training for Rugby into Swiss Military Training
 - Project “NLA = Elite Sport”
- Is responsible for the development of a sports-medicine concept for the FSR
- Is responsible for the contact with the IRB and the FIRA-AER in the DTN Position (National Technical Director)
- Plans and leads other projects for the advancement and development of rugby in Switzerland, as agreed with the CEO or as mandated by the BoD.

Development & Mass Participation

- Leads a number of steering committees and works with them to create proposals for the development of rugby competitions and programmes. Where necessary, he/she requests regulation changes. These must be submitted in their final form, after being fully developed and discussed by the committees, to the BoD (Board of Directors) latest by April 30th of the current year. The committees requiring his/her leadership include, but are not limited to:
 - Competition Steering Committee (Men’s and Women’s Championship, Sevens, Cup Competitions)
 - Steering Committee for Youth Rugby
 - Steering Committee for Rugby Schools
 - Training & Education Steering Committee (especially coaches’ and referee Education)
- Plans and leads the following projects:
 - Development and implementation of a U16-U18 competition

- Increase in number of licensed players (particularly through the introduction and implementation of the IRB's "Get Into Rugby" programme)
- Rugby in Schools (introduction into curriculum)
- New Rugby/ Growth Areas (Oldies, Corporate, Beach Rugby, Touch Rugby, Tag Rugby, Snow Rugby, a.s.o.)
- Creation of rugby-specific infrastructure in Switzerland
- Plans and leads other projects for the advancements and development of rugby in Switzerland, as agreed with the CEO or as mandated by the BoD.

4. Participation in assemblies and meetings

- Participates in the Delegates' Assembly, Meetings of the Regional Associations, Central Committee Meetings.
- May participate in any meetings related to his/her area of responsibility according to his/her own judgement.

5. Information

- Has a specific right to information concerning his/her area vis-a-vis the President, the Central Committee members, the BoD, and the Committees.
- Must inform the BoD, the Delegates' Assembly, and the Commissions completely and appropriately concerning his/her area.

6. Representation and Connections towards external/third parties

- Represents the FSR towards third parties in matters concerning his/her area, as agreed with the BoD.
- Maintains open and positive connections towards relevant third parties outside the FSR.

7. Job Requirements

- Must possess integrity, and be a respected, sports-oriented person with excellent capacity for integration and collaboration.
- Must not hold any leadership position in a Rugby Club or Rugby School Committee nor Regional Association.
- Must hold a Swiss Olympic Diploma
- Must have 3-5 years of proven practical experience in the relevant area.



- Must possess 3-5 years of leadership and organisational experience in the relevant area.
- Must have extensive competencies in communications and negotiation.
- Must be competent in planning, managing, and controlling his/her department's budget
- Must be ready and willing to invest the necessary time to complete his/her responsibilities.
- Must be fully available for the designated time-percentage of his/her position.
- Must be able to work in a team.
- Must have good mastery of French and either German or English or both. Italian in addition is a plus.