



SUOMEN RUGBYLIITTO

FINNISH RUGBY FEDERATION

Head of Development

Role Description	
Role Title	Head of Development
Reports to	Technical Director
Key relationships	Technical Director, SRL Board, Clubs, Other Heads, Development Managers
Role type	Volunteer
Time Commitment	Approximately 5-10 hours per month, varying slightly with seasonal needs.
Term	2 year term, with an option of a further 2 years following review. Upon resignation, an agreed transition period will support handover of responsibilities.
Role Purpose	
<p>The Head of Development is responsible for developing rugby in Finland into the direction defined in SRL strategy. The Head of Development leads the team of Development Managers, which are responsible for separately defined focus areas per strategy period.</p>	



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Core Responsibilities

1. Lead Strategic development actions through the team of Development Managers

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| <ul style="list-style-type: none">• When a new strategy period starts, define together with SRL board and TD the development focus areas• Facilitate or participate in recruiting needed Development Managers | <ul style="list-style-type: none">• Lead the team: make sure every Development Manager gets their 3 year plan and annual plan done, follow quarterly their progress, report progress to TD and SRL board• Have discussions with Development Managers to coach, motivate and help them to reach their goals |
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2. Execute needed prioritized strategic actions for which there is no separate Development Manager

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| <ul style="list-style-type: none">• Define with SRL board and TD which prioritized actions - for which there is no separate Development Manager - need to be executed | <ul style="list-style-type: none">• Make an annual plan for those actions and make sure those will get done |
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Other aspects

Head of Development **may**

- Lead recruitment and retention initiatives
- To learn development needs and current situation: Organize open discussion events on development topics, visit other SRL events

Head of Development **must**

- Work closely with Heads of Training & Education, Volunteers, and Sustainability.
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Strategic Alignment

Head of Development **shall**, in the strategic period on 2025-2028:

- Keep the vision in mind: A sport for all - developing together
- Act according the values of rugby and the culture of SRL: Openness, friendship, community, joy
- Strategic element: Growth
- Strategic element: Development
 - Club development from “Systematic development of clubs, national teams, and infrastructure.” “We are aware of the current needs of clubs and national teams. Clubs and national teams have a clear profile and an updated development plan.”
 - Juniors and non-contact rugby from “Expanding club activities, including junior programs and non-contact rugby options.” “Appropriate structures and formats in domestic competitions for both adult and junior leagues, in both contact and non-contact rugby.”
 - Club peer-support from “Offering training and education and other tools.”
- Strategic element: Good governance, volunteers, and sense of community
- Take part in the drafting and maintenance of SRL annual action plans aligning with the strategic plan (in the scope of their function).



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Key Performance Indicators

- Every Development Manager has their 3 year plan and annual plan done
- How many defined strategic development actions get done

Skills & Experience

Essential

- Experience in grassroots sport or community development.
- Strong understanding of club environments.
- Good communication and mentoring skills.
- Basic understanding of strategy in general

Desirable

- Experience with youth or school sport.
- Background in inclusion or equality initiatives.



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Changes Control

19.5.2026 First draft / Heikki Harju

21.5.2026 second draft / Satu Raudasoja

24.5.2026 Small additions based on board discussion / Heikki Harju