



POSITION DESCRIPTION – CHIEF EXECUTIVE OFFICER

ROLE TITLE	Chief Executive Officer – Fijian Drua
REPORTS TO	Fijian Drua Board
DIRECT REPORTS	Head Coach, General Manager, Others TBC
DEPARTMENT	Corporate Services
TERMS	Full-Time - Based at Fiji Rugby Union High Performance Centre, Suva, Fiji Due to the nature of the position, after-hours work including evenings and weekends and international travel is required. Fixed Term Contract – 3 years (Subject to Annual Performance Review by Board)
SALARY	Negotiable
START DATE	1 July 2021
END DATE	30 August 2024

The Fijian Drua will enter the 2022 Super Rugby competition as part of a 12 team competition between Teams from Australia, New Zealand and now Fiji. The inclusion of a Fijian team in Super Rugby is monumental for the people, players and country of Fiji. The Drua will provide an opportunity for on-Island and expatriated Fijians to play Rugby at the professional level without having to relocate overseas to the expatriate player hubs of Europe and Japan.

The Fijian Drua will operate as an independent entity, albeit closely linked to Fiji Rugby Union (FRU). The Board will be comprised of members from a yet to be confirmed private equity partner, Fiji Rugby Union and World Rugby. Although the new entity will operate independently, there is also acknowledgement that the Fijian Drua has a major role within Fiji Rugby Union's High Performance pathway and will be utilised as a critical driver to the development and long term ambitions of the Flying Fijians (National XV team).

The Fijian Drua team name and brand was established in 2017 as Fiji's team in the Rugby Australia National Rugby Championship (NRC). Since its' inception, the Drua team has carved out an identity synonymous with Fijian culture, heritage, humble character and high performance. The word Drua comes from a traditional Fijian double canoe, renowned as the largest and finest sea-going vessel ever designed and built. The canoes were known for their strength and pace, and were used as warships in naval battles throughout the Pacific – and as such correlate closely to the Fijian style of play as powerful, strong and swift warriors of the Pacific.

The Fijian Drua have kept true to the style and values of Fijian Rugby and also carved out their own history of success, qualifying for the Finals in all 3 years of its participation in the NRC, with the highlight being winning the Premiership in 2018. The Drua now sail into the new waters of Super Rugby, looking to mark a new dawn for Fiji Rugby.

ROLE OVERVIEW

The Fijian Drua Board seek a Chief Executive Officer (CEO) to lead the newly incorporated organisation on their voyage into the 2022 Super Rugby season. This position represents a unique opportunity to lay the foundation for the Fijian Drua's long term ambitions in the professional Rugby landscape.

Reporting to the Board of Directors, the CEO will be responsible for executing a business strategy for the Fijian Drua to compete to the highest level in Super Rugby, connect with and represent Fijians domestically and abroad and deliver a return to investment partners.

The CEO will provide leadership across all areas of the business and represent the Fijian Drua amongst the domestic and international rugby community where they will be responsible for overseeing the achievement of the organisation's strategic objectives and ensure that the High Performance program has the resources and environment to be world class.

KEY RESPONSIBILITIES

Leadership & Stakeholder Relationships

- Provide leadership, support and development to staff across all areas including Administration, Commercial, Marketing & High Performance
- Provide leadership and advice to the Board on matters affecting the organisation in Fiji and abroad
- Act as the Boards' representative with key partners including Investment Partners, Commercial, Government and other Rugby bodies
- Develop constructive relationships with Key Stakeholders as listed below
- Maintain a culture of understanding and compliance with best practice Integrity and Welfare standards and behaviours
- Ensure the organisation has a strong health and safety culture and is meeting all appropriate legal standards
- Agree with the Board appropriate KPIs against which to measure the performance of the organisation
- Host and oversee the execution of Fijian Drua games within Fiji and abroad as required
- Attend and travel to FRU and other Super Rugby events as required

Financial Management, Governance & Reporting

- Prepare, submit, seek approval of and monitor annual budget in line with business plan, financial statements and cash flow projections
- Identify and develop sustainable revenue streams to underpin the resourcing of the High Performance program and provide a return to Investors
- Provide timely and accurate reporting to the Board to enable careful consideration and evidence based decision making
- Oversee compliance to funding and licence agreements from New Zealand Rugby, World Rugby, Fiji Rugby, Investment and Commercial Partners
- Develop and maintain appropriate policies, systems, processes and practices to ensure sustainable and world class business practices

Commercial & Marketing

- Build partnerships with third party organisations that deliver bilateral benefits to underpin the business and high performance objectives of the organisation
- Promote and enhance the profile of the Fijian Drua within Fiji and abroad through the development of strong media and marketing partnerships
- Build brand affinity through a whole of organisation fan engagement campaign that excites, unites and inspires the Fijian and International rugby communities

High Performance

- In partnership with the Head Coach, General Manager and Fiji Rugby Union, ensure the Rugby program is sufficiently resourced and structured to recruit, retain and develop the best players available to provide sustained success
- Ensure contracting and Collective Bargaining Agreement obligations are met
- Ensure there is a positive working relationship with Fiji Rugby Union, Pacific Rugby Players and Flying Fijians staff

SELECTION CRITERIA

- Proven experience and success as a Chief Executive Officer or at Senior Management level, ideally within the Sport or Entertainment sector
- Demonstrated experience in generating growth in the commercial sector through strategic partnerships and innovative strategies
- Exemplary presentation and communication skills with the capability to be the primary spokesperson and flag bearer for the organisation
- Strong commitment to the professional development of staff; successful track record of recruiting and retaining a diverse and high performing team
- Ability to positively influence across all areas of the organisation
- Capability to adapt to a unique cultural environment, particularly Fijian culture
- Knowledge of sport, entertainment, leisure and hospitality sectors
- Tertiary Qualification in a business, sport, marketing or related discipline
- A passion and understanding of the game of Rugby Union
- Willingness to reside and work in the Republic of Fiji (Note: a valid Work Permit will be sought on the Applicants behalf if not a current resident)

KEY RELATIONSHIPS

- Fijian Drua Board
- Head Coach
- High Performance, Commercial and Administration Staff
- Players
- Investment Partners
- Fiji Rugby Union, New Zealand Rugby, Rugby Australia, SANZAAR, Provincial Unions
- World Rugby
- Fijian, Australian & New Zealand Governments, Local Councils
- Fiji Sports Council, Fiji National Sports Commission
- Pacific Rugby Players (Association)
- Commercial Partners
- General Public
- Media & Broadcasters