



## Maidstone Football Club

### MFC Chairman of Selectors

#### ROLE DESCRIPTION

<b>RESPONSIBLE TO:</b>	Head of Playing
<b>RESPONSIBLE FOR:</b>	Senior Team Captains Team Secretaries All Players

#### KEY OBJECTIVES:

- To utilise management skills efficiently and effectively to develop and enhance the playing side of the Club at all levels with the aim of maximising performance and results.
- Manage an organised team structure to provide competitive rugby for all levels and abilities across the senior teams.
- To engender and promote success by maintaining open channels of communication with Captains and Players throughout the Senior Teams.
- To assist the Head of Playing & Coaching Team in the development of the playing side of the Club with aim of maximising performance and results.

#### KEY DUTIES:

- To work towards the objectives and targets as agreed with the Head of Playing
- To build and maintain a strong relationship with the Head of Playing, Head Coach and Team Captains.
- To deliver and manage the Selection process as directed by the Head of Playing and in accordance with the club's Selection Policy.
- To establish and maintain a comprehensive Selection schedule and to provide records of participation and selection at Selection Committee Meetings.
- To evaluate coaching sessions and match day performances and provide regular feedback on individual and team performance to Team Captains, Coaches and the Head of Playing.
- To act as an independent arbitrator for player complaints and grievances, whether from the 1<sup>st</sup> XV Senior Players Group, Development Squad or individual players, to ensure

that issues are dealt with effectively and addressed fairly, in line with the clubs Complaints Procedure.

### **KEY RESPONSIBILITIES:**

- Ensure that all players, coaches and officials conform to the standards and behaviours expected of all Club representatives in accordance with the Clubs Codes of Conduct.
- Chair the weekly Selection Committee Meeting and ensure that the clubs Selection Procedure is implemented fairly and effectively.
- To oversee the selection of the Senior teams in consultation with the Coaches and Captains in order to fulfil all our fixtures to the best of our ability and not to knowingly play a player at a level above his ability.
- Either directly or through delegation, ensure that all the Senior Teams are watched on a regular basis so that players with sufficient potential to play in the first two teams are identified early.
- To take a professional approach to the planning, preparation and organisation of the Selection Committee, ensuring that Teams Captains provide effective feedback on weekly team performance which promotes a thriving and successful team structure that provides all players with a fair and equal opportunity to both progress and enjoy their rugby to the full.
- With the Head of Playing effectively liaise with the Youth Section Chairman to agree and implement an appropriate Transition Policy for young players, that enables them to continue on their rugby journey and effectively integrate into the appropriate senior playing sides.
- Ensure that all Disciplinary matters relating to the Senior Teams are reported to the Club Secretary in a timely manner and, along with the Head of Playing, ensure that the clubs Disciplinary Procedures are followed and agreed sanctions enforced.

### **IDEAL/KEY SKILLS FOR ROLE:**

It is desirable that candidates should have experience of playing and/or coaching senior rugby to a good 1<sup>st</sup> team level and have a good understanding of the structures required to enable players at all levels to maximise their enjoyment of the game.

- Sound knowledge and understanding of the game and the operation of club rugby union
- High level communication skills
- Good decision maker
- Ability to lead, motivate and direct the activities of a team
- Ability to demonstrate a thorough approach to the management and development of others.