NRL FEMALE CANDIDATES

PROGRAM OVERVIEW
OVERVIEW

The NRL Female Candidates Program (The Program) provides temporary ‘professional placement’ opportunities in the National Rugby League (NRL) to female students from tertiary institutions across Australia.

The NRL wants to encourage more females to join the operational side of the business which includes departments that support Football. Female participation is a key priority for the NRL and we are working towards balancing our workforce demographics. Our focus on attracting, recruiting and retaining female employees will be accomplished through our excellent career opportunities, fully funded training programs, innovative work environment and initiatives such as this program.

The Program seeks to establish a formal relationship between the NRL and a selected educational institution, allowing the NRL access to high potential, female students completing studies in Sports Management; Sport and exercise science; or Education and Training. The NRL will partner each institution with a designated Game Development Regional Manager who will
arrange and communicate ongoing opportunities for students to complete
work placements.

We believe this program will be mutually beneficial for both the NRL and the
educational institution. Over time the NRL will create a pool of high
potential, female applicants for future roles within the NRL. The institution
can provide career path opportunities to students who may not have
considered the alternative of the NRL.
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ABOUT THE NRL

NRL Vision

Rugby League - The Greatest Game of All. The most entertaining, most engaging and most respected sport

NRL Mission Statement

“To bring people together and enrich their lives through Rugby League”

We will achieve this by delivering the best elite sporting competitions, the widest participation and community base, all bound by a common set of values. In achieving this mission, everyone involved in the Game will be expected to embrace the core values.
Our Values

**EXCELLENCE**
- Valuing the importance of every decision and every action
- Striving to improve and innovate in everything we do
- Setting clear goals against which we measure success

**COURAGE**
- Standing up for our beliefs and empowering others to do the same
- Being prepared to make a difference by leading change
- Putting the game ahead of individual needs

**INCLUSIVENESS**
- Engaging and empowering everyone to feel welcome in our game
- Reaching out to new participants and supporters
- Promoting equality of opportunity

**TEAMWORK**
- Encouraging and supporting others to achieve common goals
- Committing to a culture of honesty and trust
- Motivating those around us to challenge themselves
ROLE & DEPARTMENT

The NRL is seeking to accommodate 'Professional Placements’ from institutions across Australia to join our Football Department in the position of Game Development Officer (GDO).

The Game Development Business Unit is the largest department within the NRL with over 150 team members nationally. The department’s primary objective is to drive participation in the sport of Rugby League at the grass roots level from toddlers to teens.

The GDO position is a physically active role enabling the incumbent to apply their learnt discipline in a practical setting.

The role’s primary objective is to:

Plan, deliver and implement game development programs within the designated area to achieve defined outcomes and increase overall
participation of Rugby League in accordance with the Strategic Plan. Game Development programs include clinics, gala days and other sporting events.

For more information on the role please see GDO Position Description.
CAREER PATHING

The NRL has a systematic approach to career development, providing employee’s access to multiple career path opportunities in both operational and commercial backgrounds.

The NRL sets clear job competencies and evaluates skill gaps to support employees in their career progression through training, development and growth opportunities.

The Game Development Officer is an NRL entry level role with over 130 positions located across Australia. The NRL supports internal development and succession planning with over 40 ‘specialist streams’ for team members to progress into. The Game Development Metrics and locations are below:

<table>
<thead>
<tr>
<th>State</th>
<th>Regions</th>
<th>GDO’s Metro</th>
<th>GDO’s Rural</th>
</tr>
</thead>
<tbody>
<tr>
<td>NSW</td>
<td>7</td>
<td>29</td>
<td>34</td>
</tr>
<tr>
<td>QLD</td>
<td>3</td>
<td>15</td>
<td>28</td>
</tr>
<tr>
<td>VIC</td>
<td>1</td>
<td>3</td>
<td>6</td>
</tr>
<tr>
<td>WA</td>
<td>1</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>SA</td>
<td>1</td>
<td>2</td>
<td>2</td>
</tr>
</tbody>
</table>
The NRL has a strong focus on Performance Management with on the job training and Study Assistance available to all employees. Currently the NRL offers up to $3,000 per year in Education Reimbursement, enabling employees to continue tertiary studies whilst being employed Full-Time. The NRL also invests between $2,000 - $2,500 on Game Development Officers each year for internal training and accreditation.

Many of our GDO’s start out as Assistant Development Officers and there are opportunities for students to join the NRL as Assistant Development Officers depending on the need in certain areas.

At the NRL we believe in internal development and promotion with 95% of Senior Management roles within Football currently held by internally developed incumbents.
Below is an overview of the progression opportunities within the NRL starting from the Game Development Officer.
**ENTRY POSITION:**
Game Development Officer – with over 130 positions located across Australia, the NRL supports internal development and succession planning with over 40 specialist streams for team members to progress into.
FOCUS FIELDS OF STUDY

The NRL is seeking female students and graduates from the following fields of study:

- Sports & Administration
- Education & Teaching
- Coaching & Training

The NRL is also open to any discipline that the Institution feels would benefit from the opportunity to join Game Development.

HOW THE PROGRAM IS ADMINISTERED?

By partnering with a selected institution, the NRL hopes to gain ‘targeted access’ to those identified as high potential current students and alumni. The institution would provide access to these female students, by issuing selected information around opportunities and allowing NRL access to specific careers days and galas.
The type of opportunities available as a GDO to female students:

- Professional Work Placements
  - Available to students completing studies;
  - Unpaid;
  - All tools of trade provided by the NRL;
  - Insurance provided by both the NRL & Institution
INSURANCE PROVIDED

The NRL carries a $40,000,000 Certificate of Currency which covers all direct employees, contractors and volunteers. We have Risk and WH&S teams working on all aspects of the Game to ensure those who are part of the sport remain financially protected.

See below Certificate of Currency:
CERTIFICATE OF CURRENCY

In our capacity as Insurance Brokers, we hereby certify that the undermentioned Insurance Contracts are current as at 29 February 2016.

This certificate is issued as a matter of information only and confers no rights upon the certificate holder. This certificate does not amend, extend or alter the coverage afforded by the policy below.

CLASS: Public & Products Liability

INSURER: Lloyds of London

POLICY NUMBER: 123028W15

EXPIRY DATE: 4:00pm on 31st March 2017

INSURED: The Australian Rugby League Commission Limited and the National Rugby League Limited and all its subsidiaries, including National Rugby League Game Development

BUSINESS DESCRIPTION: Primarily promotion, administration and playing of the game of Rugby League by the 16 NRL clubs, the Queensland & New South Wales State of Origin teams and the Kangaroos.

LIMIT OF LIABILITY: Primary Liability
$20,000,000 in any one occurrence
$20,000,000 in the aggregate in relation to Products Liability

GEOGRAPHIC LIMITS: Worldwide

Yours faithfully,

[Signature]

James Telford
Director, General Division
Position Description

POSITION TITLE: Game Development Officer

DEPARTMENT: Game Development

REPORTS TO: Regional Manager and/or Lead Game Development Officer

DIRECT REPORTS: N/A

PRIMARY OBJECTIVE:

Plan, deliver and implement game development programs within the designated area to deliver on defined outcomes and increase overall participation of Rugby League in accordance with Game Development’s Strategic Plan.

<table>
<thead>
<tr>
<th>Key Result</th>
<th>Major Activities</th>
<th>Performance</th>
</tr>
</thead>
</table>
| 1. Relationship Building and Management | • Partner and collaborate with peers to leverage existing programs and present an integrated Rugby League approach, profile and brand.  
• Build rapport with existing connections to maintain networks internally and externally.  
• Liaise with key area stakeholders to facilitate their competitions and development activities. | • Maintains, fosters and leverages key internal and external relationships |
| 2. Program Delivery          | • Promote acceptance of Rugby League at all levels to support an increase in awareness of Rugby League within the area.  
• Plan and deliver programs and initiatives to meet the defined objectives of the area.  
• Implement programs and pathways to increase the participation of Rugby League within the area. | • Area game development activities are delivered within set budget and timeframes  
• Increased |
<table>
<thead>
<tr>
<th>Role: Produce area reports and records to inform the Regional Manager and/or Lead Game Development Officer of current and upcoming programs, initiatives and activities.</th>
<th>• Provide input into education programs to inform the design process of education and training programs.</th>
<th>• Coordinate training and accreditation of supplementary staff in the area to meet NRL requirements.</th>
<th>Participation across programs delivered</th>
</tr>
</thead>
<tbody>
<tr>
<td>Role: Represent the Rugby League at all times internally and externally to promote a positive profile, brand awareness and perception of Rugby League within the community.</td>
<td></td>
<td></td>
<td>Public awareness and perception as one unified brand</td>
</tr>
<tr>
<td>3. Representative</td>
<td></td>
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</tr>
</tbody>
</table>

| Role: Represent the Rugby League at all times internally and externally to promote a positive profile, brand awareness and perception of Rugby League within the community. |  |  | Public awareness and perception as one unified brand |
4. Corporate Governance & Compliance

- Understand relevant policy and planning to ensure individual compliance.
- Adhere to existing policies and processes to ensure adequate governance and compliance with company standards and regulations.

- Compliance with the Australian Rugby League Commission, Australian Sports Commission, State Sports and School organisation, and Local Councils are ensured
- The whole of game values are upheld

Key Challenges

- Delivering development programs and initiatives within the area given the complex operating environment and the competing interests of its diverse stakeholders.

Key Decision Making Authority

- Game Development Officer reports to the Regional Manager and/or Lead Game Development Officer, and is responsible for delivering the activities across the area within the defined parameters.

Position Dimensions

- Expenditure: As per individual performance plan
- Staff Reporting Directly: N/A
- Staff Reporting Indirectly: N/A

Key Communications

<table>
<thead>
<tr>
<th>Internal</th>
<th>External</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Development Managers</td>
<td>Rugby League Clubs</td>
</tr>
<tr>
<td>Affiliated States Manager</td>
<td>States Leagues</td>
</tr>
<tr>
<td>Lead Game Development Officers</td>
<td>National &amp; State Sporting Agencies</td>
</tr>
<tr>
<td>Participation Manager</td>
<td>Schools</td>
</tr>
<tr>
<td>-----------------------</td>
<td>------------------</td>
</tr>
<tr>
<td>Education, Training and Research Manager</td>
<td>Communities</td>
</tr>
<tr>
<td>Peers (cross divisionally)</td>
<td>Committees (e.g. National Game Development Council)</td>
</tr>
<tr>
<td>NRL Staff</td>
<td>Government (Local)</td>
</tr>
</tbody>
</table>
PROMOTIONAL MATERIAL

The NRL has a range of promotional material which it will be happy to share for use by the institution. Any material including content and graphics can will be provided in soft copy.

Please see below examples:

Any change to content should first be authorised by the NRL in writing.
PROGRAM BENEFITS

By electing to be part of this program the institution will:

1. Partner with one of the largest sporting organisations in Australia;
2. Be able to promote their brand in conjunction with the NRL;
3. Provide placement opportunities to both current students and graduates;

Through this program the NRL aims to increase our female headcount within the Game Development department by establishing a pipeline of high potential female graduates or those completing their studies, interested in sports.

NEXT STEPS
If your institution can see value in this type of relationship with the NRL, then please do not hesitate to contact (insert RGDM contact) to arrange a face to face meeting further discuss opportunities:

Phone: (RGDM Phone)

Email: (RGDM Email)