

Non-Executive Custodian Director



Term of Office: Minimum of 3 years

Non- remunerated/Voluntary role

Time commitment: Quarterly and adhoc meetings

Application deadline: 26/09/25

About Scottish Rugby

Scottish Rugby is the governing body for rugby union in Scotland. We work hard to grow the game and achieve our mission to inspire the nation, and the world, through rugby.

Representing our country and the sport on the global stage, and encouraging greater participation across our nation, we're responsible for all of Scotland's national teams, professional clubs, leagues, and competitions in both the mens' and womens' games. Through teamwork and mutual respect, we ensure the game flourishes in Scotland and we grow the next generation of winning talent — it doesn't happen by accident.

Off the pitch, we have dedicated teams supporting and driving strong commercial performance, which over recent years has achieved record revenues and groundbreaking new commercial deals, the most recent with Scottish Gas and Arnold Clark.

With a new governance structure in place since 2023 and with Private Equity investment (CVC) in our 6Nations and URC tournaments, Scottish Rugby is at a turning point – becoming more agile to respond to current and future opportunities for innovation and growth.

Committed to being values driven, together, we create unforgettable experiences, grow thriving communities and make memories to last a lifetime at all levels of our game.



The Opportunity:

To support this, we are looking for two Custodian Non Executive Directors who are deeply connected to our grassroots game, in addition to bringing broader business, leadership and governance skills.

We want people who resonate with our values to join us on our mission to inspire Scotland through rugby.

Scottish Rugby is on a journey of significant change; adapting leadership behaviours, culture, purpose, capabilities and structures to deliver transformation across all areas of Scottish Rugby on and off the pitch, and from grassroots to the national game.

We are currently finalising our new ten-year strategy. Our ambitions include; enhancing Scotland's largest stadium to enhance our offering and be world-leading in its environmental impact, being on the front foot with digital and technology for our customers and stakeholders, engaging and inspiring our current and next generation of fans, and, ensuring the growth of new global revenue streams. All of these play a part in advancing the future success of rugby in Scotland and beyond.

We are looking for people who are passionate about both the game of rugby, and all the activity we undertake to grow commercially. The alignment of activity both on and off the pitch is key to making sure we reinvest in, grow, and sustain rugby in Scotland at all levels for future generations.





Purpose of the role

As a Custodian Director member of the Scottish Rugby Union Board, there is an individual and collective board responsibility to...

- Oversee and protect the membership's interests
- Monitor the business performance of Scottish Rugby
- Encourage collaborative and constructive exchange of ideas between Custodian Directors, Scottish Rugby Limited Directors and the members of the Club Rugby Board

Key responsibilities as a Custodian Non Executive Director (NXD)

Be selfless, without conflict of interest, and showcase the agreed Scottish Rugby Union Board Code of Conduct. Actively promote high standards of corporate governance, ethics, probity and collaborative behaviour at all times.

Work alongside your fellow Custodian Directors to:

- Oversee the brand, assets and wellbeing of Scottish Rugby, ensuring the future sustainability of rugby in Scotland
- Play your part in providing regular quarterly updates to the membership clubs on Scottish Rugby strategic activities
- Approve Scottish Rugby Limited's annual and long-term strategy, Scottish Rugby Limited's annual budget (including that for CRB) and the appointment of Scottish Rugby Limited's Chairperson



What you'll need to succeed as a Custodian NXD:

We want people who resonate with our values to join us on our mission to inspire Scotland through rugby.

We're looking for two Custodian Directors who have:

- An obvious passion and empathy for rugby and/or sport in Scotland, setting you up to be a great ambassador for Scottish Rugby
- Curiosity in approaching new people and situations
- A growth, 'can-do' mindset — where you do the right thing, not the easy thing
- Commitment to broadening your network
- An open nature — questioning and keen to constructively challenge while supporting others as a critical friend





To perform at your best as a Custodian NXD, you'll also need these skills:

- Knowledge of governance in either a business or sporting context
- Confidence in constructing messaging and delivering presentations to a wide range of stakeholders — engaging hearts and minds and selling the Scottish Rugby story
- Experience in influencing complex stakeholder audiences in a business and governance context
- Commitment to driving equality, diversity and inclusion, and proactively seek out opportunities to demonstrate this in your actions
- Ability to articulate how your work and/or life experience gives you the skills, knowledge and behaviours required to be a great fit for this role



In addition to the generic skills for a Custodian Director NXD, we are also looking for the following specific knowledge and experience:

Role 1 – Custodian Non-Executive Director – Strategy and Welfare

We are seeking a dedicated Custodian Non-Executive Director to provide strategic oversight and champion welfare across our organisation. This role requires a visionary thinker with strong governance experience, a deep understanding of social impact, and a passion for ethical leadership. The ideal candidate will bring a collaborative mindset, sound judgement, and the ability to challenge constructively at board level, ensuring our strategic direction aligns with our values and commitment to wellbeing.

Role 2 – Custodian Non-Executive Director – Finance

We are looking for a highly skilled Custodian Non-Executive Director to provide strategic financial oversight and ensure robust governance across our organisation. This role demands a strong background in financial management, risk assessment, and regulatory compliance, alongside the ability to challenge constructively and support sustainable growth. The ideal candidate will bring integrity, independence, and a commitment to transparency, helping to safeguard our financial health while aligning with our values and long-term vision.

The application & election process:

If you would like to apply, here's what you need to know:

- Your application needs to be proposed and seconded by a full member club of Scottish Rugby Union and accompanied by a CV of not more than 500 words which will be published on the Scottish Rugby website outlining why you are a great fit for this role.
- You are required to be a member of a full or associate member club or associated body, of Scottish Rugby Union.
- You are required to (a) meet the existing general skillset for Custodian Directors; and (b) have either a suitable financial qualification, experience or background or have appropriate skills and experience in strategy/welfare.
- Shortlisted candidates will be expected to provide or participate in a short video presentation to be made available via Scottish Rugby in advance of the AGM.
- The election process for the 2 roles will take place at the SRU Annual General Meeting on Wednesday 26 November 2025, separately from the regular business and any resolutions proposed by the Custodian Directors.

If you would like to be considered for one of these Custodian NXD roles and stand for election, please send your application by email to Robert Howat, SRU and SRL Company Secretary, at robert.howat@sru.org.uk by no later than 29th September 2025.

