

Vice-President Scottish Rugby Union



Duration: 2 year Electoral Term as Vice-President, followed by 2 year term as President, followed by 2 year term as Immediate Past President
Location: Scottish Gas Murrayfield **Annual honorarium:** £10,000 (Vice-President), £20,000 (President) Unremunerated (Immediate Past President)
Application deadline: 31 August 2026

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As One

BRING **PASSION**

BUILD **BELONGING**

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 Men's and Women's games. Through teamwork and mutual respect, we ensure the game flourishes in Scotland, and we grow the next generation of winning talent. This 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.

With an updated governance structure established in 2022, private equity investment in the 6Nations and URC tournaments, an established strategic plan, and new core values, Scottish Rugby is becoming more agile to respond to current and future opportunities for innovation and growth.

We're proud to uphold our values: **Build Belonging, Be Brave, Create Clarity and Bring Passion.** Together, we create unforgettable experiences, grow thriving communities and make memories to last a lifetime.

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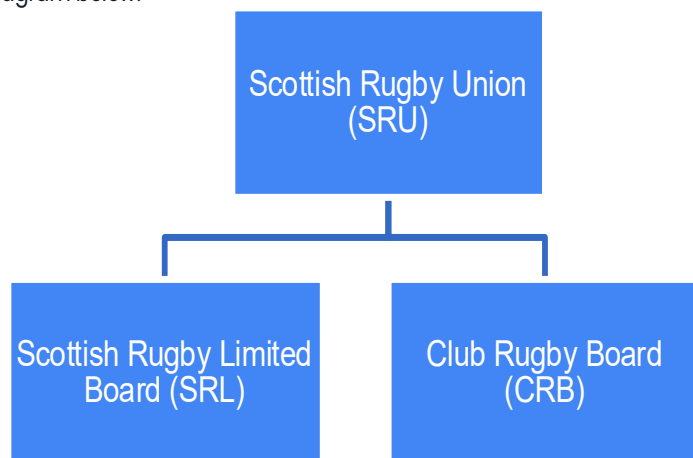
THE GOVERNANCE STRUCTURE:

Scottish Rugby's Group governance structure was introduced in 2022.

The Scottish Rugby Union (SRU) is the parent company in the Group, with its membership consisting mostly of rugby clubs based in Scotland. SRU's Board of Custodian Directors provides oversight on strategy and budget and represent the interests of the member clubs. The President, Vice-President and Immediate Past President sit on this Board, alongside four Non-Executive Directors and the SRU Chair.

Scottish Rugby Limited (SRL) is the main operating company, with responsibility for the day-to-day running of Scottish Rugby conducted through its Board including defining and implementing the strategy, budget, and all aspects of operations both on and off the pitch.

The Club Rugby Board (CRB) has delegated responsibility from SRU for oversight of the community game in Scotland. Chaired by the Vice-President, it brings together representatives of leagues, regions, schools, match officials and the women and girls' game from the whole of Scotland. The three boards are linked as outlined in the diagram below.



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The Opportunity:

In November 2026 elections will take place for a new **Vice-President** of Scottish Rugby Union, then becoming **President** in 2028. This is a six-year commitment to join the Scottish Rugby Union Board: 2 years as Vice-President, 2 years as President, and 2 years as Immediate Past President.

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

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

Our ambitions include achieving success and influence on the world stage, building clubs of the future, commercial growth and an engaged fanbase, stepped-changed facilities with a long term plan and creating a harmonious, safe, modern place to play and work – all underpinned by a commitment to ESG and our culture and values in everything we do.

As Vice-President, and then President of SRU, and as a Custodian Director the successful candidate will play a key role in overseeing the future success of rugby in Scotland and beyond.



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Role Profile

Vice-President / President

A key part of the Vice-President's and President's role is to promote the game of rugby in Scotland, and you'll be a great ambassador across our whole stakeholder ecosystem.

Within the overall governance structure, the Vice-President is a Custodian Director of the SRU Board, you'll deputise for the President as required and as rules stand, serve as chair of SRU's Club Rugby Board.

You'll attend various events on behalf of Scottish Rugby and be part of the discussions that ensure Scottish Rugby is making progress in developing thriving rugby communities, and that we maximise our positive societal impact across Scotland. You'll play your part in ensuring we have a sustainable future as a sport in Scotland.

This role is remunerated, with an honorarium of £10,000 a year as Vice-President, rising to £20,000 a year as President. The time commitment as Vice-President is on average around 4 –5 days per month, attending games at all levels of rugby at weekends and a combination of face-to-face and hybrid meetings, increasing during the term as President, reflecting the wider ambassadorial nature of that role. Most meetings are out of hours or at the end of the business day.

Some travel in Scotland and overseas will be involved.

If you feel you relate with our values and ambition to inspire Scotland through rugby then please read on to understand what success looks like in this role.

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WHAT YOU NEED TO SUCCEED:

We're looking for someone who will:

- Be able to commit to attending and contributing to various SRU Board meetings, committees and working groups, over the full six-year term.
- Be an effective ambassador for Scottish Rugby – communicating in a positive way that builds confidence, inspires others and supports the delivery of our ambitious plans for growth both on and off the pitch.
- Facilitate effective solutions and outcomes on challenging topics through an inclusive and collaborative approach where there are differing perspectives.
- Bring a curiosity and creative approach that challenges thinking constructively and supports effective oversight of decision-making.
- Take personal responsibility for maintaining high standards for themselves and others, driving a culture that 'does the right thing, not the easy thing'.

To perform at your best in this role, you'll also need these skills:

- A natural influencer and relationship builder, with collaborative leadership ability and the gravitas to engage and inspire key stakeholders both within Scottish Rugby and across the wider stakeholder ecosystem.
- A comfortable public speaker and networker, with an ability to connect people through story – telling and engagement.
- Possess the rugby knowledge, business (and governance) capability, and a level of curiosity that supports the Boards, committees and working groups across Scottish Rugby.





HOW TO APPLY:

The election of a new Vice-President is due to take place at the SRU 2026 AGM in early December 2026.

The deadline for submission of Vice-President nominations is 5pm on 31 August 2026.

A candidate must be a member of or affiliated to a Full Member club or Associate Member club of Scottish Rugby Union.

A nomination must be proposed and seconded by two Full Member clubs of SRU and accompanied by the following:

- forms signed by an office bearer of each of the Full Member clubs proposing and seconding the nomination; and
- a form or forms signed by an office bearer of 10 additional Full Member clubs signifying satisfaction as to the suitability of the nominee to be elected; and
- a statement from the candidate setting out their standing within Scottish rugby and relevant skills to carry out the role of Vice-President.

Nomination forms are available on the Scottish Rugby website.

By submitting a nomination and statement, a candidate will be deemed to have consented to the publication of that nomination and statement on Scottish Rugby's website for a period of at least 4 weeks prior to the election.

Nominations with accompanying forms and personal statement should be submitted via the nominating club electronically to robert.howat@sru.org.uk or delivered in person or by post to: The Company Secretary, Scottish Rugby Union, Scottish Gas Murrayfield, Edinburgh EH12 5PJ.

To discuss a nomination or any elements of the role, please contact either Hazel Swankie, Vice-President or Keith Wallace, President by email to vice.president@sru.org.uk or President@sru.org.uk





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