

SAREO Job Advertisement

Job Title	: Chief Executive Officer
Contract type	: Three Year Fixed-Term contract
Location	: Can be negotiated, but preference will be Cape Town
Remuneration	: Negotiable

ABOUT SAREO

South African Rugby Employers Organisation (“SAREO”) is a registered employer organisation representing professional and amateur rugby organisations in South Africa. They work hand in hand with MyPlayers Industrial Association (“MPIA”), representing the SA Rugby Players Association and Sport Employee Unite (“SEU”) representing SA Rugby non-playing employees.

THE ROLE

The role of the Chief Executive Officer (“CEO”) is to regulate the relationship between SAREO Members (rugby employers) and the Trade Unions (MPIA and SEU) as regulated by Labour Relations Act No. 66 of 1995 by developing rugby and the interest of the SAREO Members in the rugby industry.

KEY OBJECTIVES

The key objectives of the CEO are the following:

- To implement the objects of the SAREO constitution and ensure that the SAREO Members are aligned with the SAREO vision and strategic goals (OPS and Strategic Plan) and the SARU constitution.
- To serve the rugby employers (SAREO Members) as collective bargaining agent alongside the Trade Unions for players, MPIA, and non-player employees, SEU, to ensure alignment with the Trade Unions.
- To play a support role to the SAREO Members CEOs in ensuring the sustainability of the rugby employers in South Africa.
- To participate in the Joint Committee on Players’ Safety and Welfare for the purpose of discussing Contracted Players’ safety and welfare aspects of playing equipment, playing surfaces, stadium facilities, playing rules, travelling itineraries, playing schedules and other relevant subjects.

- To participate in the Player Agent Board Committee for the purpose of implementing the terms of reference of the afore mentioned Board with representatives of SARU, SAREO, MPIA, South African Agency Regulatory Association (“SAARA”) and a chairperson nominated by SARU as an independent Executive Committee member.

QUALIFICATIONS, EXPERIENCE AND COMPETENCIES

Educational background

A suitable candidate will possess a three-year bachelor’s degree preferably in business, sport management, finance or equivalent.

Experience

Added to this qualification, the following experience is required:

- 10 years’ experience in Rugby, in either playing, coaching or administrative role
- 8-10 years’ experience in leadership in senior management role
- 8-10 years’ experience in consultation, conflict and relationship management
- 3-5 years’ experience at a board level

Required Key Competencies and skills

- **Business and financial skills:** Business acumen and broad management skillset required to plan, manage, and oversee financial and business operations to ensure the sustainability and growth of rugby programs.
- **Diversity and Inclusion:** Fostering an inclusive environment where diversity and individual differences are valued and leveraged to achieve the vision and mission of an organisation.
- **Interpersonal and communication skills:** Ability to effectively engage with others to build relationships, resolve conflicts, and achieve organisational objectives.
- **Leadership:** The ability to influence, inspire, and guide others within the organisational environment to achieve set objectives and uphold the values of rugby.
- **Conflict management:** The ability to recognize, address, and resolve disagreements or tensions constructively within an organisational setting through active listening, emotional regulation, impartiality, and the use of clear communication to de-escalate conflict.

- **Mediation skills:** Ability to facilitate constructive dialogue between individuals or groups in conflict, with the goal of reaching a mutually acceptable resolution by remaining neutral, actively listening to all perspectives, identifying underlying issues, and guiding parties toward common ground.
- **Knowledge management:** The ability to effectively capture, organize, share, and apply knowledge to enhance learning, decision-making, and performance across all levels in an organisational environment.
- **IT and computer skills:** Ability to leverage IT to enhance efficiency, data-driven decision-making, remote collaboration, and innovation in the administration activities.
- **Bias for action:** A proactive mindset, a willingness to take calculated risks, and the ability to respond quickly to challenges or opportunities by maintaining momentum on and off the field, leading by example, and balancing speed with sound judgment to support organisational goals.
- **Management skills:** Setting clear objectives, delegating tasks effectively, managing time and priorities, monitoring performance, and ensuring accountability.
- **Negotiation skills and contract management:** The ability to engage in effective, ethical negotiations and manage contractual agreements that align with the goals and values of the organisation.
- **Monitoring and Evaluation:** Systematically collecting, analysing, and using data and feedback to assess the performance and impact.
- **Judgement:** The ability to make informed, timely, and effective decisions by analysing situations, weighing options, and considering both short-term and long-term consequences to benefit the organisation

Applications can be submitted to sareorecruitment@sarugby.co.za by **17 July 2025**. No late submissions will be considered. All applications will be treated with strictest confidence.