



**Role Description – Performance Advisor
(1 x North & Midlands and 1 x South West & South East)**

Term:	2024 to 2025 season
Reporting to:	RMG Independent Chair
Appointment:	RFRU Board
Remuneration:	Reasonable expenses

The Role

The primary focus of this role will be to be an expert advisor on match official performance, drawing upon their experience and knowledge of match officials across all regions. This role will have a very similar function to season 2023-24. The performance advisor's role is there, in part, to assist each R1MOT with the development of their match officials. It is envisioned that, the stronger this link the better the development platform for match officials.

Responsibilities:

1. To observe the performance of match officials at Regional 1 (and equivalent).
2. To offer constructive documented feedback, in line with NLMOT performance criteria, to match officials at regional one (and equivalent), also sharing with the match officials coach, the regional performance lead, the RMG Chair, and relevant persons.
3. To act as a soundboard or critical friend for R1 MOTs to utilise in the development of their regional MOTs and in the review or development of the performance of their match officials.
4. Identify, through working closely with the R1 MOTs, RMG Chair and the NLMOT those match officials with potential to progress to the NLMOT Associates.
5. Work with the R1 MOTs, the RMG Chair and the NLMOT in developing the portfolio of those match officials with potential to progress to the NLMOT Associates.
6. Through continuous dialogue with the R1 MOTs, RMG Chair, and RFU NLMOT monitor the performance of match officials and match observers to establish a 'live' picture of the performance of match officials.
7. Work with the RMG Independent Chair to discharge the wider responsibility of the RMG as per the RMGs TOR. For example, but not exclusively:
 - a. If a national training and development need is identified then the RMG Chair, along with the Performance Advisors, will identify training and development interventions for R1 Match Officials to aim to address this need.

- b. Sourcing of Finance, Kit and Technology.
 - c. Update relevant documents for the RMG so they remain current and transparent with all regions. The regions as far as possible will be a part of the development of such documents.
- 8. Act as an interface with other RFU structures such as Competitions and the Game Development Sub Committee.
- 9. To behave in accord with the Core Values of the RFU, and the Match Officiating Code of Practice.

In matters of selection for Associate roles with the NLMOT, the Performance Advisors do not have a vote. Their role is to offer expert advice, check and challenge and to act as a reasoned critical friend.