

<b>Job Title:</b>	Director of Global Golf Development
<b>Department:</b>	Golf Development
<b>Reporting To:</b>	Chief Global Golf Alliance Officer
<b>Direct Reports:</b>	Lead roles for: <ul style="list-style-type: none"> <li>- Participation</li> <li>- Advocacy</li> <li>- Regional Development (in global regional hub offices)</li> </ul>

## Job Purpose

The R&A is seeking an exceptional global leader to help shape the future of one of the world's most iconic sports. The R&A's purpose is to Open golf to the world. In that context, the Director of Global Golf Development will lead a global team, specifically focussed on providing strategic leadership across The R&A's programmes to grow the game of golf, shape its future, and support its long-term sustainability. Working closely with partners, this new role will lead initiatives that broaden golf's appeal to new and under-represented audiences across established and emerging markets worldwide. This role is a key leader for The R&A's global golf alliance and shares our commitment to the future development of the game.

The role will lead a team of global experts with a broad international agenda focused on growing golf's reach, relevance and long-term sustainability across established and emerging markets worldwide. This is a high-profile strategic leadership role with the opportunity to influence how golf evolves with future generations – opening the sport to new audiences, strengthening its global impact and ensuring it thrives. Your team will include specialists in golf participation and advocacy, and regional talent who will have the expertise to best support golf federations globally with the development of the game of golf in their market. Working as part of the Global Golf Alliance leadership team and closely alongside the Chief Global Golf Alliance Officer, you will drive programmes and partnerships that expand participation, strengthen advocacy, support national federations and champion golf as a force for positive social impact.

The Director of Global Golf Development will also support the Chief Global Golf Alliance Officer and the Philanthropy team with development and stakeholder engagement; including with The R&A Foundation Board. The role will also work closely with the R&A's Regional Directors and national federations to align development activity and provide targeted support across high performance in emerging golf territories.

This role combines strategy, influence, innovation and international leadership at the highest level of the game. It requires a leader who can inspire globally, build meaningful partnerships across continents and cultures, and translate ambitious vision into measurable impact.

## Key Accountabilities

### Global Strategic Leadership

- Play a leading role within the Global Golf Alliance leadership team, helping shape and execute The R&A's long-term strategy to grow golf globally
- Lead the development and delivery of strategic priorities across participation and advocacy within the 'Lead' pillar of [The R&A's Strategy](#)
- Working closely with the Chief Global Golf Alliance Officer and leadership team to build, manage, and expand strategic alliance partnerships that advance The R&A's purpose to open golf to the world and deliver on its strategic priorities

### International Partnerships and Influence

- Build, lead and expand strategic partnerships that advance The R&A's purpose and global ambitions
- Support the Chief Global Golf Alliance Officer in cultivating high-level relationships with national federations, international governing bodies, governments, commercial partners and global golf and sports organisations. Represent The R&A at major international forums, conferences and events as a visible and influential ambassador for the organisation and the game of golf
- Strengthen collaboration across global and regional golf eco-systems to align priorities and maximise collective impact

### Participation, Advocacy and Development

- Lead global participation and advocacy strategies that increase engagement across diverse and under-represented audiences
- Oversee investment, grant funding and development initiatives that support sustainable growth and measurable impact
- Champion research-led advocacy programmes that promote the wider benefits of golf across health, wellbeing, inclusion, community and economic impact
- Support targeted development activity and high-performance pathways within emerging golf nations and territories

### Leadership and Team Development

- Provide inspirational leadership across international development teams and Regional Hubs, ensuring alignment with The R&A's global strategy and values
- Lead and develop senior participation and advocacy leaders, fostering a high-performance, collaborative and innovative culture
- Encourage ambitious thinking, shared learning and best practice across geographically spread teams
- Create an inclusive environment where people and ideas can thrive

### Governance, Planning and Financial Leadership

- Oversee significant global development budgets, investment programmes and resource allocation
- Support the preparation of strategic reports, recommendations and presentations for the Executive Leadership Team, Committees and Board

- Ensure strong governance, accountability and measurable outcomes across development activity
- Balance long-term strategic ambition with operational excellence and delivery

### Person specification

- Significant senior leadership experience in sport development, international sport governing bodies, global sport, philanthropy or a related sector
- Proven track record of delivering large-scale strategies across multiple markets and regions
- Strong track record of building influential partnerships and managing complex stakeholder relationships at executive level
- Strong understanding of participation growth, the benefits of advocacy, inclusion and programme development
- Experience overseeing substantial budgets, investment portfolios and strategic funding initiatives
- Demonstrated ability to lead diverse, international and multi-disciplinary teams
- Commercially aware with strong organisational and operational leadership capability
- Strategic thinker with a global outlook and the ability to translate vision into impact
- Excellent communication, influencing and presentation skills
- Curious, collaborative and willing to challenge conventional thinking
- Credible and confident representing a world-leading sporting organisation externally
- Comfortable operating in complex, fast moving and internationally diverse environments
- Passionate about the power of sport to create positive change
- Appreciation for golf's heritage combined with a modern and inclusive mindset
- Strong alignment with The R&A's purpose to develop golf and make it accessible to all
- Commitment to integrity, fairness, collaborative working and innovation
- Resilient, adaptable and energised by global opportunity and change