

Job Title:	Director of Governance
Department:	Global Golf Alliance
Reporting To:	Chief Global Golf Alliance Officer
Direct Reports:	3 Director of Equipment Standards Director of Handicapping & WAGR Director of Rules

Job Purpose

The R&A is seeking an exceptional and internationally-minded leader to oversee one of the most influential governance portfolios in world sport. The R&A's purpose is to Open golf to the world. In that context, the Director of Governance will play a central role in shaping how golf is governed globally – protecting the integrity of the sport while ensuring it continues to evolve for future generations.

Working as part of the Global Golf Alliance leadership team, this role will oversee all aspects of The R&A's governance responsibilities – rules of golf, handicapping, equipment standards, amateur golf rankings and amateur status – and the delivery of the strategic priorities in the 'Unite' pillar of [The R&A's Strategy](#) ensuring that near-in objectives stay on track. The Director of Governance will also seek to expand our governance leadership portfolio into new and alternative formats of golf.

The role will work alongside the Chief Global Golf Alliance Officer to lead complex international relationships, influence the future direction of the sport and ensure governance frameworks remain progressive, agile and fit for a rapidly changing sporting landscape. A critical aspect of the role is building, strengthening and leading strategic relationships across the golf ecosystem, including with the United States Golf Association (USGA), national federations, PGAs, professional tours and other international and regional governing bodies.

Working closely with the Chief Global Golf Alliance Officer, Governance Committee Chairs, the Board of R&A Rules Ltd and key international partners, the role will strengthen alignment across the global game and reinforce The R&A's position as a world-leading governing body.

Key Accountabilities

Global Governance Leadership

- Serve as a key member of the Global Golf Alliance leadership team, helping shape and execute The R&A's strategic priorities within the Unite pillar
- Lead the continued evolution of golf governance to ensure the sport remains modern, inclusive, globally aligned and fit for the future
- Drive delivery of strategic objectives across governance disciplines, ensuring near-in priorities remain on track while shaping long-term direction

International Influence and Partnerships

- Working closely with the Chief Global Golf Alliance Officer and leadership team to build, manage, and expand strategic global golf partnerships that advance The R&A's purpose to open golf to the world and deliver on its strategic priorities
- Build, strengthen and lead governance related relationships with the USGA, national federations, PGAs, professional tours, and other key regional and international golf bodies
- Support the Chief Global Golf Alliance Officer with their role in establishing and overseeing high-level relationships with key external stakeholders, including the USGA, professional tours, PGAs and a variety of other key global, regional and national golf organisations
- Represent The R&A as a credible and influential voice on governance matters at international forums, meetings and events

Governance Oversight and Strategic Direction

- Lead engagement with governance committee Chairs and oversee reporting into R&A Rules Ltd, including approval of governance committee recommendations by R&A Rules Ltd, playing a pro-active and influential role in these Board meetings
- Proactively monitor key matters relating to the governance of the sport in order to influence future direction of travel
- Be constantly aware of trends and opportunities in golf, other sports and beyond, and proactively seek ways to utilise innovative operating techniques and technology to ensure modern and agile governance

Leadership and Organisational Impact

- Provide strategic leadership to governance teams across The R&A's Regional Hubs, ensuring global alignment and consistency of governance strategy and delivery
- Lead and develop senior governance leaders across specialist disciplines, fostering a high-performance, collaborative and forward-thinking culture
- Encourage innovation, knowledge sharing and continuous improvement across governance functions
- Work collaboratively across The R&A to support wider organisational priorities and strategic ambitions

Financial and Operational Leadership

- Oversee governance budgets and resource planning across global and regional functions
- Ensure strong governance, accountability and operational excellence across all areas of responsibility

Person specification

- Significant senior leadership experience in sport governance, national or international sport governing bodies or a similarly complex environment
- Proven track record of delivering large-scale initiatives across multiple markets and regions.
- Experience leading complex stakeholder relationships and influencing at a senior level

- Deep understanding of the global golf landscape and the importance of governance in protecting and advancing the sport
- Experience managing substantial budgets and leading multi-disciplinary teams
- Strong ability to balance long-term strategy with operational delivery
- Excellent communication, influencing and presentation skills
- Collaborative and culturally aware leadership style with the ability to unite diverse stakeholders around shared objectives
- Strategic thinker with a global outlook and the ability to anticipate and respond to change
- Resilient, adaptable and comfortable operating in a fast-moving international environment
- Passion for sport and appreciation of golf's heritage alongside a modern, inclusive, innovative and progressive mindset
- Strong alignment with The R&A's purpose to open golf to the world
- Credible, resilient and confident representing The R&A on the global stage
- Commitment to integrity, fairness, collaboration and responsible leadership