Job Title: Operations Manager - Championships
Contract Type: Fixed-term, 18 Month Contract, covering Maternity Leave
Location: St Andrews
Closing Date: Wednesday 2 December 2026
Interview Dates: Monday 14 December and Tuesday 15 December 2026 – interviews will be held over these 2 dates in St Andrews.

We are The R&A. Our mission is to open golf to the world. We have over 300 employees who are passionate about uniting golf and golfers through common rules and governance, inspiring through the staging of world class championships including The Open and the AIG Women's Open and leading by working to shape the future of golf with our partners.

The R&A governs the Rules of Golf, the World Handicap System and Equipment Standards in partnership with the USGA, while supporting both established and emerging formats of the game.

In the next five years we aim to attract 22 million additional golfers, generate more than £1.5 billion in economic benefit through our championships, create more than £25 billion in social value, establish more than 200 strategic partnerships and generate more than 5 billion fan interactions.

What you'll be doing:

- Support the Head of Attendee Operations and Director - Championships in the planning and delivery of transport operations for The Open at current and future venues.
- Lead long-term transport planning for future Championships while supporting the detailed delivery of the in-year operational plan.
- Develop comprehensive transport solutions covering traffic management, public transport, parking, park and ride, coach operations, vehicle routing, pedestrian routes and other venue transport requirements.
- Build strong relationships with internal teams, local authorities, landowners, transport partners and other key stakeholders, balancing complex requirements and developing practical solutions.
- Negotiate access to land and resources required for transport operations, including developing appropriate arrangements for future Championship venues.
- Manage procurement and delivery of transport contractors and suppliers, including Requests for Proposal, appointment, performance, budgets, timelines, risk and Health & Safety requirements.
- Lead and support transport planning meetings, maintaining key planning documentation, actions, risk registers and operational plans.
- Develop stakeholder communications relating to traffic and transport arrangements, working closely with Marketing and Communications.
- Manage transport budgets and forecasts, ensuring operations are delivered effectively and within agreed financial parameters.
- Oversee consultants, contractors and support teams involved in delivering transport operations before and during The Open.

- Work closely with the wider Championships team to ensure transport plans integrate effectively with venue and event operations.
- Act as a key point of escalation for transport issues during Championships, resolving operational challenges and escalating where appropriate.
- Review post-Championship performance, applying lessons learned, stakeholder feedback and innovation to continuously improve future transport operations.
- The successful candidate will advise, guide and support colleagues on the transport operational plans for other professional and amateur championships, in particular supporting the Amateur Championships team on the planning of the Curtis Cup and Walker Cup matches when held in GB&I.
- Support wider Championship operational requirements as required by the Championships Senior Leadership Team.

What we are looking for:

Essential Qualifications

- Degree level qualification, or equivalent relevant work experience.

Essential Experience

- Substantial experience working in major, complex, sporting events or equivalent in event operations.
- Experience adapting to changing environments and managing multiple workstreams simultaneously.
- In-depth knowledge and experience of budgeting and forecasting.
- Proficient use of Microsoft Office applications, particularly Outlook, Excel, PowerPoint and Word.

Desirable Experience

- Experience working in event transport planning and operations at greenfield sites.
- Strong project management skills and experience and/or a project management certification.
- Understanding of procurement and contract administration processes.

Skills and Competencies

- Excellent organisational and planning skills.
- Strong attention to detail and accuracy.
- Ability to communicate, negotiate with and influence a variety of internal and external stakeholders, including senior leadership.
- Use of own initiative to progress tasks without direction.
- Ability to work independently and as part of a team.
- Strong analytical and problem-solving abilities.
- Financial awareness and budget tracking capability.

What we offer:

We offer a great benefits package including the following:

- Competitive Salary
- Company Pension Scheme
- Life Insurance Cover
- Enhanced Maternity/Partner Pay
- 35 Days Holiday Per Year
- Free tickets to The Open and the AIG Women's Open each year (and other relevant R&A Championships)
- Season Ticket Loan
- Contribution towards glasses for VDU use
- Discounts available across 800 UK retailers and local businesses, such as gym membership

Everyone is welcome at The R&A

At The R&A, we're committed to creating an inclusive workplace where everyone feels valued, respected and able to thrive. We welcome applications from all suitably qualified candidates regardless of age, disability, race, religion or belief, sex, sexual orientation, gender reassignment, marriage and civil partnership, pregnancy and maternity, or any other characteristic protected by law.

If you require any reasonable adjustments at any stage of the recruitment process, please let us know. We're committed to ensuring everyone has the opportunity to perform at their best. Please note that you'll need to have the right to work in the UK.

How to Apply

Please submit your CV, Cover Letter and Salary Expectations to Recruitment@RandA.org