



## CALL FOR APPLICATIONS

### **FOR THE RECRUITMENT OF A NATIONAL TECHNICAL DIRECTOR AT THE ROYAL MOROCCAN GOLF FEDERATION**

#### **I- PREAMBLE AND OBJECT OF THE CONSULTATION**

National golf is currently booming. The exponential development of this sport fits perfectly within the recommendations initiated by **His Majesty King Mohammed VI**, May God Glorify Him, in His two Royal letters during the National Sports Conferences in 2008 for the restructuring of national sport; and those of the National Tourism Conferences in 2010 for the promotion of national tourism, particularly through the development of golf tourism. These recommendations corroborate the strategic orientations of **His Royal Highness Prince Moulay Rachid**, the current President of the Royal Moroccan Golf Federation (RMGF), aiming to elevate national golf to the ranks of great golfing nations, to make Morocco a land of golf and a cradle of champions.

To keep pace with the rapid evolutions of technical, managerial, scientific and technological levels, the RMGF, through its National Technical Department is equipped to design and implement a comprehensive and integrated strategy that aims to elevate national golf to its highest level of competitiveness and performance from grassroots to elite levels, ensuring the Kingdom's prominence and better representation on the international stage.



In this context, the RMGF is launching a **call for applications** for the recruitment of a National Technical Director (hereinafter referred to as NTD). The NTD, within the framework of its prerogatives, will support the National Technical Department in achieving its goals, particularly in implementing and maintaining the continuity of its initiatives.

The NTD will ensure that all the necessary resources are allocated for the successful completion of the projects undertaken by the assigned team. The NTD is responsible for the proper functioning of the National Technical Department in terms of human resources, financial management, and sporting activities.

The NTD, within the framework of his functions, is responsible for the setup and its missions as follows:

The NTD will be responsible for coordinating all components of the National Technical Department and ensuring the completions of the missions listed below following to the instructions from the Presidency as communicated by the technical and sports advisor of **His Royal Highness Prince Moulay Rachid**.



## **II- Missions of the NTD:**

- a.** Sport development
- b.** Executive Planning
  - Human resources management
  - Sport schedules & calendars
  - Events management
- c.** WAGR/Orders of Merit
- d.** Data & statistics
- e.** Reporting
- f.** Budget
- g.** Strategic monitoring
- h.** Training plan

## **a. Sport Development**

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The NTD is responsible for actions aimed at developing the game of golf nationally, promoting and supporting our athletes internationally. These actions include missions such as expanding the base of golfers and the number of licensees, integrating programs within National Technical Department, and identifying regional potentials for implementing federal programs like First Tee, academies...

## **b. Executive planning**

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### **- Human Resources management**

The NTD is in charge of the teams dedicated to the projects.

Within his missions and attributions, he will coordinate existing resources and provide the necessary means to manage their projects.

The NTD will consolidate the quantitative and qualitative data resulting from the projects to provide the necessary recommendations, adjustments, and guidelines based on the results produced and evaluated by the project managers. He will lead steering committee and follow-up committee meetings by producing the necessary reporting tools.

### **- Sport schedules & calendars**

The NTD, in collaboration with the sports team, will have the mission to:

#### **○ Plan national and international tournaments :**

- Establish the sports calendar
- Develop a system for monitoring players
- Recommend and oversee player selection
- Allocate players throughout the year, including the list of tournaments by date, category, and country

#### **○ Supervise tournaments :**

- Plan and supervise national and regional tournaments that allow players to join or improve their WAGR ranking (calendar, budget, regulations, etc.)



- Ensure active and significant involvement of regional technical advisors and national coaches.
- **Sport trainings :**
  - Plan training sessions, concentrations and player participation in national and international events.
  - Prepare training and concentration schedules for players.
  - Develop technical standards to assess the effectiveness and implementation of training and concentration programs.
  - Work jointly with dedicated consultants on physical and sports performance plans.
- **Monitor all administrative aspects related to players:**
  - Contracts
  - Grants
  - Logistic
  - Selections
  - Registrations
- **Events Management:**

The NTD, within his functions, will ensure the proper execution of events in which the National Technical Direction is involved. To do so, he will ensure the effective allocation of human and financial resources to successfully execute the event within the deadlines, while considering both national and international calendars.

The NTD will guarantee that the needs for all sports and human resources are clearly expressed, while anticipating constraints regarding the implementation of event policies.

### **c. WAGR and Orders of Merit**

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The NTD will be responsible for:

- Establishing a calendar of WAGR competitions.
- Setting quantitative and qualitative indicators to monitor the WAGR rankings of Moroccan players.
- Increasing the "Power" of regional and national tournaments and consequently the points assigned to participating players already ranked in the WAGR.
- Optimizing player participation according to their "Point Average" to enhance performances while minimizing underperformances in terms of places gained or lost in the WAGR.
- Positioning Morocco in the Top 3 in Africa in the International Golf Federation [IGF] ranking to qualify for the World Amateur Team Championships in Singapore 2025.
- Establishing the order of merit calculation scale.
- Coordinating the follow-up of results and point calculations for players playing in Morocco and abroad.

### **d. Data & Statistics**

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The NTD will, as part of his missions, develop tools to monitor players supported by the RMGF, working closely with the sports team. Data will be compiled from player histories to track their progress in the golfing environment.

This information will also help in crafting tailored sporting solutions based on player profiles and will guide recommendations on objectives, program implementation, grants, and other support from the RMGF.

The NTD will work closely with project managers, Regional Technical Coaches (CTR), and coaches to identify support options, select tournaments, deployment and place players in various programs within the National Technical Department.

The NTD will rely on field feedback to identify top skills and provide support solutions.

Additionally, the NTD will oversee all qualitative and quantitative data related to players.

### **e. Reporting:**

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The NTD will be responsible for communicating all relevant information to RMGF departments, committee members, officials and other institutions.

Relying on data from project managers, the NTD will generate quantitative and qualitative performance monitoring reports for the department.

Furthermore, the NTD will manage the figures and budgets associated with various projects.

Based on project manager assessments, he can elaborate financial adjustments to ensure objectives are met and budgets are adhered to.

The NTD may also suggest new actions or restructure existing ones according to the action plan to maintain budget compliance.

### **f. Budget**

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In collaboration with the project managers, the NTD will present and submit a budget for current and upcoming programs by:

- Quantifying actions with project managers
- Estimating needs with project managers
- Projecting the budget impact of the sports policy by calculating player, tournament and contract ratios

The NTD will provide a detailed breakdown of costs for actions within the National Technical Department.

The NTD will ensure adherence to the budget, monitor project progress, and contribute to the success of the RMGF's sports policy.

### **g. Strategic Monitoring and Institutional Relations:**

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The NTD will implement monitoring tools to ensure access to the most current information related to the golfing environment. This will encompass the latest technical and technological innovations, as well as updates on tournaments and development plans from both national and international sports and golfing institutions.

This monitoring will enable the NTD to provide the most up-to-date information and propose optimal solutions within the National Technical Department.

Additionally, the NTD will engage with RMGF's partners such as the Ministry of National Education, Preschool & Sports, the National Moroccan Olympic Committee (CNOM), and the anti-doping agency, among others.

#### **h. Training plan:**

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The NTD will ensure the golf profession training plan by:

- Defining the training strategy and implementation schedule as well as intermediate objectives to be achieved.
- Organizing training for golf professions: greenkeeper, gardener, fountain operator, mechanic, teacher, referee.
- Gathering quantitative and qualitative data related to trained staff.
- Making necessary recommendations to optimize training.

The NTD will, among other tasks, implement the RMGF's sports policy and ensure its monitoring in accordance with the roadmap set by the Ministry of Youth and Sports.

### **III- CONDITIONS REQUIRED FOR CANDIDATES**

This call for applications is addressed to individuals with skills in organizational engineering and planning techniques in sports in general and golf in particular.

To be eligible, the applicant must justify and meet the following requirements:

- Have a high-level academic background (Bac + 4 or equivalent) and successful experience of at least 10 years in the operational management of sports projects in general and golf in particular.
- Have strong knowledge of the Moroccan golfing environment and its particularities: organizational, functional and technical.
- Be a force for proposal, adaptability, and responsiveness to successfully carry out the strategic orientations set by the RMGF.
- Exhibit strong leadership and ability to unite and mobilize all collaborators and stakeholders within the NTD.
- Be perfectly fluent in French and English.





- Master managerial skills (project development, planning, budgeting, coordination, evaluation, etc.);
- Perfect the technological tools required for learning and evaluating golfing skills on a physical, technical, and mental level;
- Have significant professional experience in managing positions within a golf federation or institution.

#### **IV- CONTENT AND PRESENTATION OF THE SUBMISSION**

The application presented by each competitor has to be put in a sealed envelope bearing:

- The name and address of the applicant;
- The subject of the consultation;

And will include the following documents:

- Detailed resume (CV) outlining the academic and professional background;
- A general action plan project defining the strategy for the development of the golfing discipline in Morocco;
- Presentation of achievements.

#### **V- TERMS OF PARTICIPATION**

The application must be dropped at the RMGF or sent in a sealed envelope by post no later than **10<sup>th</sup> of September 2024** to the following address: **5 Rue Cadi Mehdi Moreno La Pinède Souissi Rabat Morocco.**

For any additional information, please contact : [m.iraqi@frmg.ma](mailto:m.iraqi@frmg.ma)