



The General Secretary
Magyar Rögbi Szövetség
H-1143 Budapest
Dózsa György út. 1-3

Attn: Ria Ispánné

Dated: 14th September 2004-09-15

RE: Appointment of Manager/Captain of the Hungarian National Rugby Team XV

Dear Ria,

Thank you for inviting me to meet with yourself, Laszlo, & Gyula today. First let me say I am honoured to have been recognised as a potential candidate for the role of captaining/managing the Hungarian national team.

As discussed, here is my 'vision' of how I would like to proceed with the national team in order to prepare & perform against the upcoming fixtures in October/November:

Primary objective:

i.e. the key performance indicators from which my success shall be measured by:

Win at least 2 of the remaining 4 pool games in Autumn 2004/05 season, versus Norway or Andorra, Slovenia, Spain, & Croatia.

Management / Coaching Structure:

The head coach (captain) should be supported by a trainer / coach, preferably 1 forward coach & 1 back coach (who can take player fitness / conditioning work).

For away matches it would be necessary to also have a liaison officer (foreign language speaker) who can deal with hotels, transport, medical, and insurance etc whilst team is abroad.

If I am selected as head coach, then I will require my own Magyarul translator (I will choose).



Selection:

If I am to be judged on my result alone, then I must have complete cooperation with the player selection process during the interim period. This needs to be clearly explained to each club and the incumbent players.

Selection criteria must be in line with IRB regulations, but include ALL registered players in Hungary, whether they are Hungarian passport holders or bona fide Hungarian residents (i.e. foreign players residing in Hungary since 2001).

Selection must be without prejudice or political undertones. To be effective & successful, I will need the very best players, with the right attitude, in each position to do the job.

Selection Process:

I can provide a list of names to be invited to report to the first training, by Monday 20th am. To do this I will visit the games this & next weekend to see as many players in action as possible. I have a pretty good knowledge of most key players from my 5 years of rugby in Hungary. I will also seek advice from the appointed coaches / respected members of the union.

Training:

I propose team training every Wednesday 18.30 – 20.30 commencing 20th Sept, in the lead up to the first match on 23rd Oct. then review for next 3 matches.

I have some unique ideas fo how to make the most of training, based on my New Zealand rugby background. I can explain at a later date.

Training must be held in Budapest if possible.

Team Spirit:

I have some unique ideas of how to bring together the different cultures of players & club backgrounds, incl team social evening, lecture from an ex-All Black great, BBQ event for friends & families of the squad, etc.

Sponsorship:

I will also support the union by using my position at Pepsi to secure team sponsorship to assist costs & professionalism however I can.



Tenure (position):

I would suggest retaining me on an interim (caretaker) basis as team captain (“head coach/manager”), to get the team through the next 4 important fixtures in the European pool

The interim period should be from 16th September 2004 until 22nd April 2005, following the Croatia game. This can be reviewed by both parties at any time, by mutual agreement.

I would suggest a review meeting after this date, to determine extending my tenure, & or discussing the next phase of development of Hungarian rugby including the 7’s team.

Remuneration:

I do not expect to be paid for my time during this period. I am doing this for the love of the game, as a personal challenge, and out of honour for my country of residence, Hungary.

However, full reimbursement of standard travel expenses is required (outside Hungary only).

I hope this gives you some insight into the way I can help make Hungarian rugby a bigger force on the European rugby stage.

If you have any questions please feel free to contact me on my mobile 06/ 20 981 8852 or email on Michael.Cowan@PepsiAmericas.com.

Yours sincerely,

Michael Cowan