

Director of Rugby

Job Ref: REQ190434

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.

Background

These are exciting times for Loughborough Sport. The Universities strategy propels sport to the top table, alongside Teaching, Research and Enterprise. We have a new strategic framework with a vision to create a sporting experience so positive its life shaping, and the University has recently been ranked as number one in the world for sports related subjects. We are looking for a talented individual to join our team to lead and develop the Rugby programme including competitive results and supporting financial sustainability.

Job Description

Job Grade: Management and Specialist 7

Job Purpose

- To provide strategic direction, leadership and oversight of both the men's and women's Rugby programmes at Loughborough University.
- Plan, implement and manage the coaching programme for both the men's and women's Rugby programmes covering the British University and College Sports (BUCS) and National League competitions.
- Develop commercial opportunities in Rugby in conjunction with the Sports Development Centre (SDC) Commercial Director.
- Manage a team to oversee Rugby at Loughborough, including performance coaches, the programme and club coordinator, and student volunteers and leaders.

Job Duties

- Build a culture of excellence, innovation and learning that supports student athlete development throughout Rugby at Loughborough University.
- Production of a strategic plan, in conjunction with the Head of Performance Programmes, for the development of both men's and women's Rugby at Loughborough to contribute to the achievement of SDC and University goals.
- Lead on the implementation and management of the strategic plan to drive Rugby forward in conjunction with other University sport staff, the Athletic Union and the men's and women's Rugby clubs, committees and student leads.
- Leadership and management of the men's and women's Rugby coaching programmes for the performance squads.

- Developing the capacity within the performance programme to achieve the programme's strategic goals.
- Evaluate and monitor progress against the strategic plan objectives.

Performance Programme

- Promote a culture across Rugby aligned with the mission and values of performance sport at Loughborough.
- Manage an effective coaching programme for the Rugby programme. This includes development of appropriate annual training programmes, covering pre-season as well as competitive season programmes.
- Target competitive success (as defined each year with the Head of Performance Programmes) in BUCS and other competitions as appropriate.
- Where necessary recruit, direct and manage the additional assistant coaching staff required for the effective coaching and development of the performance squad.
- Work with the RFU or other external partners to place our programme within a national player pathway wherever possible.
- Lead, co-ordinate and drive the delivery of support services (sports science, sports medicine and strength and conditioning) to the performance squad or oversee their leadership as appropriate.
- Work proactively to recruit high level Rugby players to Loughborough University, including developing links with performance clubs and schools.
- Provide pastoral support and care to the performance squad members in conjunction with other coaching, academic and performance sport staff (i.e. Lifestyle mentors).
- Identify potential sports scholars (e.g. Loughborough Student Sport Foundation, Talented Athlete Scholarship Scheme) and assist in managing the scholarship funding for individual performers.

Commercial

- Work with the SDC Commercial Director to develop new and expand existing commercial activity to support both the development of Rugby on campus, and to contribute to meeting the SDC income target.

Management

- Advise the AU club on the coaching and support structure for all men's and women's BUCS teams, assisting the club committees with areas such as the appointment of appropriate coaches, squad selection and training programmes throughout the pathway.
- Create and implement a coordinated media, marketing and communication plan and ensure the utilisation of all available social media and communication tools to identify opportunities to positively promote and publicise Loughborough Rugby.
- Be abreast of the latest trends and developments within Rugby in order to incorporate this thinking into the strategy for Rugby at Loughborough.
- Ensure an understanding of all Rugby related activity at Loughborough University and provide input and Rugby specific knowledge as requested. Assist in joining up activity across Rugby provision where possible.
- Ensure all staff have undertaken a DBS check and safeguarding training as appropriate.

Budgetary Responsibilities

- Prepare, manage and monitor budgets for Rugby Programmes.

Public Relations

- Work with other SDC staff to promote the profile of Rugby at Loughborough University, nationally and internationally.
- Ensuring team information is provided in a timely manner to the Sports Communications Coordinator and Sports PR Manager.
- Work with SDC/University colleagues to ensure the players fulfil their role in promoting performance Rugby, and Loughborough University. This may include player appearances, writing website articles or blogs and active participation in social media, providing it is not to the detriment of their training and competitive programmes.
- Where possible, support Loughborough Sport sponsor events.

General Requirements

- Contribute to the sharing of coaching ideas and skills within the high performance educational forums available on campus.
- To promote adherence to ethical guidelines and regulations with regard to drugs and doping in sport, in line with UK Anti-Doping (UKAD) guidelines and the Loughborough University 'Clean Sport' commitment.
- In conjunction with the SDC Education and Development Manager, to ensure that all athletes attend appropriate anti-doping workshops (including 100% ME).
- Actively work to promote Loughborough University Sport and Rugby at Loughborough.
- Undertake additional duties as requested by your line manager from time to time.

Points To Note

The purpose of this job description is to indicate the general level of duties and responsibility of the post. The detailed duties may vary from time to time without changing the general character or level of responsibility entailed.

Special Conditions

All staff have a statutory responsibility to take reasonable care of themselves, others and the environment and to prevent harm by their acts or omissions. All staff are therefore required to adhere to the University's Health, Safety and Environmental Policy & Procedures.

All staff should hold a duty and commitment to observing the University's Equality & Diversity policy and procedures at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and University policies/procedures.

Successful completion of probation will be dependent on attendance at the University's mandatory courses which include Respecting Diversity and, where appropriate, Recruitment and Selection.

Organisational Responsibility

Reports to the Senior Performance Programme Manager

Responsible for: All Rugby Performance and Development Staff

Person Specification

Your application will be reviewed against the essential and desirable criteria listed below. Applicants are strongly advised to explicitly state and evidence how they meet each of the essential (and desirable) criteria in their application. Stages of assessment are as follows:

- 1 – Application
- 2 – Test/Assessment Centre/Presentation
- 3 – Interview

Essential Criteria

Area	Criteria	Stage
Experience	Significant experience of strategic planning and direction of a National League Rugby programme, both on and off the pitch.	1, 3
	Experience of leading and influencing change	1, 3
	Proven experience of coaching high performance Rugby or leading Rugby programmes.	1,2,3
	Proven experience in the development of long-term coaching programmes.	1,3
Skills and abilities	The ability to lead a multi-disciplinary team to delivery performance outcomes.	1, 2, 3
	The ability to motivate and empower others to deliver.	1, 3
	Excellent communications skills, both written and oral.	1, 3
	Proven Rugby coaching ability.	1,2,3
	Knowledge of current coaching and training processes.	1,3
	Knowledge of RFU/Club issues and established credibility within the Rugby community.	1,3
	Good organisational and time-management skills.	1,3
	IT skills necessary for analysis, report writing and general communication.	1,3
	Ability to identify, and innovate to create, commercial opportunities through Rugby.	1,3
	Qualifications	Level 3 Rugby Coaching Qualification or equivalent experience. (or the willingness and ability to achieve within 12 months of starting the role).
Training	Willingness to update First Aid and Health & Safety requirements for rugby and work towards more advanced coaching awards and qualifications.	1
Other	Adherence to the Loughborough University 'Clean Sport' Commitment Statement.	1,3
	Flexibility and willingness to work irregular hours as necessary.	1
	To observe the University's Equal Opportunities policy at all times.	1,3

Desirable Criteria

Area	Criteria	Stage
Experience	Experience of University Rugby and Athletic Union collaboration.	1,2,3
	Previous experience of using Microsoft Office (Word, Excel, Access and PowerPoint).	1,3
Qualifications	Sport related degree or equivalent experience.	1

Conditions of Service

The position is offered on a full time (37 hours) basis and open ended. Salary will be on Management and Specialist grade 7, £40,792 - £48,677 per annum, at a starting salary to be confirmed on offer of appointment.

The appointment will be subject to the University's normal Terms and Conditions of Employment for grades 6 and above staff, details of which can be found [here](#).

The University is committed to enabling staff to maintain a healthy work-home balance and has a number of family-friendly policies which are available [here](#).

We also offer an on-campus nursery with subsidised places, subsidised places at local holiday clubs and a childcare voucher scheme (further details are available [here](#))

In addition, the University is supportive, wherever possible, of flexible working arrangements.

We also strive to create a culture that supports equality and celebrates diversity throughout the campus. The University holds a Bronze Athena SWAN award which recognises the importance of support for women at all stages of their academic career. For further information on Athena SWAN see <http://www.lboro.ac.uk/services/hr/athena-swan/>.

Informal enquiries should be made to Olivia Murphy, Head of Performance Programmes, by email to: O.E.Murphy@lboro.ac.uk

Applications

The closing date for receipt of applications is **Sunday 30th June**

Candidates must be available for a two-day assessment process which will take place on **Monday 22nd and Tuesday 23rd July**