

WOMEN'S RUGBY HEAD COACH

Job Ref: REQ230560

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.

Job Description

Job Grade: Management & Specialist Grade 6

Job Purpose

To lead the development of rugby at Loughborough University by assisting the Director of Rugby in the implementation of the rugby strategy and the delivery of effective practical training for the Lightning rugby performance squad.

Key Tasks:

- To lead and coach a specialist aspect of play with the Lightning Performance Squad.
- To work with players in achieving the processes identified in their Individual Development Plans (IDPs).
- To support the British Universities and Colleges Sport (BUCS) National League team.
- To assist with Women's Rugby recruitment across the Pathway.
- To monitor performance and manage progression from squad to squad.
- To facilitate transition to International Pathway Teams
- To liaise with key club volunteers and Vice Presidents.

Job Duties

- To coach the performance squad, including leading on training and preparing Lightning Rugby team.
- To deliver both individual and small group technical/tactical development sessions.
- To plan and deliver coach development sessions as requested by the Director of Rugby.
- To organise coaching clinics as advised by the Director of Rugby for the rest of the club.
- To carry out all necessary administration including meetings with the Director of Rugby and communication with relevant coaches.
- To carry out match analysis and post-match feedback.

- To assist as requested by the Rugby Programme Manager with the Club Trial process.
- To ensure awareness of pastoral and academic issues, signposted to education and welfare support as required.
- To assist in maintaining partnerships with International Teams and Premiership clubs to provide a development pathway for performance squad players.
- To contribute to the overall effectiveness of the SDC by identifying additional opportunities to maximise use of facilities and services.
- To widely promote Loughborough University as a venue for International, National, Regional and local sports competitions and events.
- 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.
- To attend and contribute to meetings as required.
- To carry out any other duties, commensurate with grade, that may be reasonably requested.

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.

It will be necessary, on occasions, to work outside normal working hours including some work in the evenings, weekends and on Bank Holidays and University Closure Days.

Organisational Responsibility

Reports to the Director of Rugby

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	Proven rugby coaching ability at RFU National League level or a proven Premiership or Championship level player or equivalent.	1,2,3
	Significant experience of coaching high level players and/or talented young players OR a recent background of high achievement as an elite player.	1,3
Skills & abilities	Knowledge of current coaching and training processes.	1,2,3
	Excellent communication skills.	1,3
	Good organisational and time management skills.	1,3
	IT skills necessary for analysis, presentations and report writing.	1,3
	Excellent motivational skills.	1,3
	Excellent interpersonal skills.	1,3
Qualifications	Minimum RFU Level 3 coaching award or equivalent high level playing experience.	1,3
	Educated to A Level or previous relevant experience.	1,3
Training	Willingness to update First Aid and Health and Safety requirements for rugby.	1,3
Other	Detailed tactical and technical knowledge of rugby.	1,3
	Willingness to work irregular hours as necessary.	1,3
	The post holder may be required to provide a satisfactory disclosure statement (see http://www.homeoffice.gov.uk/agencies-public-bodies/dbs/) for more details.	1,3
	To observe the university's Equal Opportunities policy at all times.	1,3
	A commitment to observe and uphold the SDC Anti-Doping Policy.	3

Desirable Criteria

Area	Criteria	Stage
Experience	Experience of rugby in a university environment.	1,2,3
	Previous experience of using Microsoft Office (Word, Excel, Access and PowerPoint) and SportsCode	1,3
Skills and abilities	Ability to lead or support coaching award courses.	1,2,3
Qualifications	Sport related degree or equivalent experience.	1,3
Other	Contacts & network with RFU Premiership and Championship club coaches.	1,3

Conditions of Service

The position is a full time, open ended position. Management & Specialist [Grade 6](#), 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 Academic and Related staff/Operational and Administrative 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 at <http://www.lboro.ac.uk/services/hr/a-z/family-leave-policy-and-procedure---page.html>.

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 at: <http://www.lboro.ac.uk/services/hr/a-z/childcare-information---page.html>)

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/>