

Loughborough Lightning Rugby Assistant Coach

Job Ref: REQ240352

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.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: Operational Services Grade 5 (OP5)

Job Purpose:

To support the Head Coach in developing a top tier programme in the country and a team that is competitive in the Allianz Premiership Women's Rugby. Work with and develop World Class athletes and transition student athletes to be compete on the world stage.

Key Tasks:

- Support the Head Coach by leading on a club wide Attack and Backs strategy which is aligned with the current game model. This will include Loughborough Lightning (Allianz Premiership Women's Rugby), Loughborough University Students (BUCS) and Loughborough College.
- Support the Head Coach with the planning, delivery and review of the Loughborough Lightning Performance Programme
- Review and analyse performance of both Loughborough Lightning and opposition teams through use of the appropriate match videos on elite hub and as provided by the Loughborough Lightning programme analysts.
- To share ownership of players' individual development plans as agreed with the Head Coach, working with players to develop their understanding of their own performance and to maximise strengths and mitigate weaknesses.
- Input to selection
- Input into the day to day Inter disciplinary working
- To lead on projects or management areas as agreed with the Loughborough Lightning Head Coach, for example talent ID and player movement across the programme.
- To contribute to the recruitment of players as agreed with the Loughborough Lightning Head Coach.
- To support the broader Loughborough rugby programme [men's and women's] as required, for example running skill sessions and observing and feeding back to fellow coaches.
- Be proactive in engagement in personal development opportunities within the programme and wider Loughborough Sport
- To engage beyond the rugby programme in support of broader Loughborough Sport aims.

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

It will be necessary to work outside normal office hours including evenings and at weekends.

The successful candidate will be expected to attend all Loughborough Lightning training sessions and Home and Away Fixtures.

Loughborough Lightnings Home Fixtures are played at Franklin Gardens.

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 commitment to the University's Equity, Diversity, and Inclusion policies' at all times.

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

Organisational Responsibility

Reports to the Loughborough Lightning Head Coach

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 equivalent.	1
	Significant experience of coaching high level players and/or talented young players OR a recent background of high achievement as an elite player.	1
	Experience of developing and executing on Individual Development Plans	1, 2, 3
	Experience of leading on Attack and Backs	1, 2, 3
Skills and abilities	Knowledge of current coaching and training processes.	1, 2, 3
	Excellent communication skills, specifically interpersonal skills in a 1-on-1 situation or group	1,2, 3
	Excellent organisational and time management skills.	1, 3
	IT skills necessary for analysis, presentations and report writing.	1, 3
	A Growth Mindset – A desire to learn, grow and develop	3
	A openness to challenge others and be challenged as a way of improving and iterating ideas and methodologies	3
	Role model professional behaviours to Staff, Athletes, Students and Volunteers	2, 3
Training	Willingness to update First Aid and Health and Safety requirements for Rugby and work towards more advanced coaching awards and qualifications.	1, 3
Qualifications	Minimum RFU Level 3 coaching award or equivalent experience.	1, 3
Other	Willingness to work irregular hours as necessary.	1, 3
	Detailed tactical and technical knowledge of rugby.	1, 2, 3
	To observe the University's Equal Opportunities and Health & Safety policies 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 Coaching Rugby in the PWR	1, 3
	Experience of coaching female athletes	1, 3
	Previous experience of using Microsoft Office (Word, Excel, Access and PowerPoint).	1, 3
	Experience of using Hudl® and Sportscodex®	1, 2, 3

	Contacts & network with RFU Premiership and Championship club coaches.	1, 3
	Experience of leading on Attack and Back's	1, 3
Qualifications	Sport related degree or equivalent experience.	1
	Minimum RFU Level 4	1

Conditions of Service

The position is Full Time (1 FTE) open ended. The salary will be on [Operational Services Grade 5](#), 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 1 to 5 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 equity and celebrates diversity and inclusion 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/>