

Loughborough Lightning Rugby Transition and Lead BUCS Coach

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.

The post holder will be based within Loughborough University's Rugby Performance Programme.

Job Description

Job Grade: Operational Services Grade 5

Job Purpose:

Transition student athletes to compete on the world stage by supporting the Head Coach in developing and maintaining a pathway capable of progressing athletes to the Loughborough Lightning Performance Programme.

Job Duties:

Key responsibilities:

- Responsible for supporting the transition of players from Loughborough University and Colleges into the Loughborough Lightning Performance Programme.
- Support the Head Coach by leading on the planning, delivery and review of the Women's Rugby Programme competing in BUCS (British University and Colleges) in line with Loughborough Lightnings Game Model and Pathway strategy. (including BUCS 2, 3 and Road to Rugby)
- Develop close working relationships with Colleges and National Governing Bodies
- Input into the day to day Inter disciplinary working
- Produce an annual training plan appropriate for the various student teams that takes into consideration the technical, tactical, physical and psycho-social demands as well as the competition schedule.
- Work with the volunteer student coaches to support their development during the execution of the annual plan. Development support of the volunteer student coaches will include observation sessions throughout the year, coaching and delivery feedback and providing education sessions to upskill Rugby knowledge.
- To support the administration of the Lightning Rugby Pathway Programme, working closely with the Head Coach to ensure the smooth running of the programme.

- Work with the Head Coach on upcoming events to make sure that our offer for athletes is well organised, professional and to a quality standard that is to be expected from the Lightning Franchise.
- Where necessary liaise with the Head Coach and coaching team in relation to player recruitment, development, training and playing programmes.
- To undertake other duties, commensurate with the grade, as may reasonably be required by the 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 ensure GDPR policies are adhered to and confidentiality is maintained at all times.
- 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.

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 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 experience coaching within a performance Rugby pathway.	1,3
	Proven experience working with young people and adults within a sport development context.	1,3
	Experience of working with and leading volunteers.	1,3
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
Qualifications	Level 2 Rugby Coaching Qualification or equivalent experience	1,3
Other	First Aid certificate.	1,3
	Safeguarding Certificate.	1,3
	Driving Licence.	1,3
	To provide a satisfactory DBS check. (See https://www.gov.uk/disclosure-barring-service-check)	3
	To observe the University's Equal Opportunities policy at all times.	3

Desirable Criteria

Area	Criteria	Stage
Experience	Experience of managing assistant coaches and providing coach development.	1,3
	Experience of working within the higher education sector.	1,3
	Experience of creating and implementing an annual coaching plan.	1,3
	Experience working with female athletes	1,3
	Experience in using Hudl® and Sportscore®	1,2,3
Skills and abilities	Experience using website systems to support customers' needs.	1,3
	Knowledge of the higher education sector.	1,3
	Understanding of the wider sport science and support services i.e. nutrition/S&C.	1,3
	Adaptive communication skills to work with a range of stakeholders.	1,3
Qualifications	Level 3 Rugby Coaching Qualification or Working towards	1,3
Other	Access to a vehicle.	1,3

Conditions of Service

The position is part time 0.7FTE and is fixed term, the role will commence on the 1st August 2024 and Finish on the 30th June 2025. Salary will be on Operational Services Grade 5 £27,979 - £32,982 pro rata per annum.

There is potential for this role to be extended if funding is approved.

The appointment will be subject to the University's normal Terms and Conditions of Employment for 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/>

Informal Enquiries

Informal enquiries should be made to Nathan Smith, Head Coach by email at n.smith2@lboro.ac.uk