

Men's Rugby Union National League Coach

Job Ref: REQ250185

0.15 FTE Fixed term from 1st August 2025 until 30th April 2026

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.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

Job Purpose:

- To work with the National League Performance Coach to lead, plan and implement a coaching programme for National League Rugby Union squad within the currently competing in National League 2 West.
- Build a culture of excellence, innovation and learning that supports student athlete development throughout Rugby at Loughborough University.

Key Tasks:

- Work alongside the National League Performance Coach to run an effective coaching programme for the National League Squad so that they can compete successfully within National League 2 West. This includes development of appropriate annual training programmes, covering pre-season and selection as well as competitive season programmes.
- To review and analyse performance of both Loughborough and opposition teams through use of the appropriate match videos on elite hub and as provided by the Loughborough programme analysts.
- To input to selection and the interdisciplinary team.
- To assist in the administration and management of teams as required.

Responsibilities:

Staff – Development and Delivery

- Work with other Loughborough Sport staff to promote the profile of Rugby at Loughborough University, nationally and internationally.
- Where necessary liaise with the Men's Rugby Head Coach and coaching team in relation to player recruitment, development, training and playing programmes.
- Work proactively with the Head Coach to recruit high level rugby players to Loughborough University.

Public Relations

- Work with other Loughborough Sport staff to promote the profile of Rugby Union at Loughborough University.

This may include activities such as:

- Supporting club sponsors 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.
- Carry out any other duties commensurate with the 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

It is recognised that coaches working at this level will often have links with representative sides. This is seen as advantageous as long as it does not interfere with the work as defined.

It will be necessary to work outside normal office hours including some work in the evenings and at weekends. The successful candidate will be expected to attend 2 out of 3 training sessions a week alongside a weekend fixture. Current training schedule is;
MONDAY – 19.00 - 20:30
WEDNESDAY 7.30 - 9.00
FRIDAY 7.30 - 9.00

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 Men's Rugby 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	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.	1,2,3
Skills and 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.	3
	Excellent interpersonal skills.	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 2 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, 3
	To observe the University's Equal Opportunities and Health & Safety polities at all times.	1, 3
	A commitment to observe and uphold the Loughborough Sport 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).	1, 3
	Contacts and network with RFU Premiership and Championship club coaches.	1, 3
Qualifications	Sport related degree or equivalent experience.	1, 3

Conditions of Service

This is part time 0.15 FTE and fixed term until 30th April 2026. Salary will be on [Administrative Services Grade 5](#), at a starting salary to be confirmed on offer of appointment. Subject to annual pay award.

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 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/>