



Appointment of

Director of Rugby



Loughborough
University



LOUGHBOROUGH
SPORT

Careers at Loughborough Sport

Director of Rugby

Lead one of the most high-profile university rugby programmes in the UK and shape its future on the national and international stage.

Loughborough Sport is a world-leading, athlete-centred and research-driven environment, where performance, participation and people thrive together. Rugby sits at the heart of this ecosystem, spanning elite performance, student experience, professional pathways and commercial growth.

We are seeking an exceptional Director of Rugby to provide strategic, technical and cultural leadership across men's and women's rugby. This is a unique opportunity to define a bold vision, drive performance excellence and position Loughborough as a leading force in university and professional rugby.

We're looking for a credible and experienced leader with extensive technical knowledge of rugby and a strong background in high-performance environments. proven senior leader who will set and deliver a long-term strategy for rugby, shaping performance, participation, people and commercial growth.

Beyond the professional challenge, Loughborough offers an inclusive and supportive environment committed to equity, diversity, and wellbeing. With world-class facilities and a reputation for excellence, this is your opportunity to make a lasting impact on the future of football.

If you are ready to lead, innovate, and inspire, we invite you to join us for this exciting journey.



**A TOP TEN UK
UNIVERSITY FOR
OVER A DECADE**
Complete University Guide
2017-2027



**UNBEATEN
CHAMPIONS FOR
45 YEARS RUNNING**
British Universities and
Colleges Sport Championships



**BEST UNIVERSITY
IN THE WORLD**
for sports-related subjects
for ten years running
QS World University
Rankings by Subject 2017-2026



As part of the University’s ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.

Background

Loughborough Sport is positioned as the world’s most innovative, athlete-centred, research-driven sport ecosystem, where performance, participation and people thrive together. Rugby holds a flagship position within this ecosystem, spanning student sport, elite performance, professional pathways, commercial growth and national influence.

The role

Job Grade: Management and Specialist 7

Strategic Leadership & Direction

- Set, own and deliver a clear, long term strategic vision for Rugby aligned to the Loughborough Sport Strategy and informed by a deep understanding of the evolving rugby landscape, sector trends and future opportunities.
- Develop, implement and regularly review the Loughborough Rugby Gameplan, integrating mens and womens rugby across performance, participation, student experience, workforce capability, commercial growth and long-term sustainability.
- Operate as a non-frontline coaching role providing strategic and technical input through the Head Coaches.
- Lead strategic innovation in rugby practice, delivery models and partnerships, positioning Loughborough Sport as a national and international leader in university-based rugby
- Lead a values-driven, inclusive and high-performance culture across all rugby environments.
- Hold accountability for strategic performance, impact and continuous improvement ensuring rugby contributes to the wider objectives of Loughborough Sport and the University

Commercial, Financial & Resource Leadership

- Hold accountability for rugby budgets, ensuring effective financial planning, control and sustainability.
- Establish and maintain senior-level strategic relationships across the rugby landscape, including PWR, Northampton Saints, Premiership and Championship clubs, the RFU and age-grade international programmes, positioning Loughborough Sport as a trusted and influential partner
- Lead the rugby commercial strategy in collaboration with the Commercial Team in Loughborough Sport, contributing to diversified income generation and long-term sustainability.

The Director of Rugby is a senior leadership role with responsibility for the strategic direction, technical excellence, commercial development and cultural leadership of rugby at Loughborough. The role leads one of the University’s most high-profile sporting programmes, shaping its success across men’s and women’s performance rugby, while contributing directly to wider Loughborough Sport ambitions.

- Support the growth of professional rugby pathways aligned with institutional ambitions.
- Work collaboratively with commercial, marketing and partnerships teams to enhance fan engagement, matchday experience and brand exposure.
- Represent Loughborough Sport Rugby as a sector-leading voice, strengthening the University’s influence, reputation and opportunity footprint within national and international rugby

Technical Rugby Leadership & Coaching Expertise

- Provide technical leadership across all aspects of rugby performance, acting as a senior technical expert within Loughborough Sport and a credible figure nationally within the men’s and women’s game.
- Ensure parity of provision, ambition, leadership focus and long-term investment across women’s and men’s programmes

Men’s Rugby

- Provide senior technical oversight of the men’s rugby playing philosophy as delivered by the Head Coach, game model and coaching methodology.
- Lead the design and review of annual and multi-year performance plans aligned with BUCS and National League demands.
- Support and challenge the Head Coach’s to optimise performance, ensure alignment to agree game models and standards.

Women’s Rugby

- Provide strategic and technical leadership for women’s rugby at Loughborough Sport, positioning the programme as a nationally leading environment for player development, performance and progression.

- Provide senior technical oversight of the women’s rugby performance framework, recognising the technical, physical, health, wellbeing and lifecycle needs of female athletes.
- Hold strategic responsibility for Loughborough Sport’s partnership with Northampton Saints, working collaboratively at senior level to align performance standards, player pathways, coaching practice and development opportunities.
- Champion the continued professionalisation, visibility and influence of women’s rugby within Loughborough Sport and the wider rugby system.

Performance Programme Delivery

- Setting the framework for a recruitment strategy and approach for player recruitment across men’s and women’s rugby, ensuring alignment with performance objectives, student recruitment priorities and long-term pathway development.
- Oversee contractual arrangements for players where applicable, ensuring robust governance, welfare, compliance and value for money.
- Ensure clear and connected pathways from student participation through performance squads to elite and professional opportunities, maximising engagement, progression and retention.
- Hold overall accountability for rugby performance delivery, outcomes, coaching capability and workforce effectiveness across all programmes
- Work with National Governing Bodies and Rugby Partners to align pathways and support athlete progression.
- Work in partnership with the Head Coaches in execution and decision making on talent identification, recruitment and retention.

Student Recruitment & Academic Integration

- Lead the integration of student participation, performance rugby and elite pathways, ensuring clear entry points, progression routes and visibility for aspiring rugby student-athletes.
- Champion and develop high-quality dual-career pathways, ensuring rugby ambition enhances, rather than competes with, academic success and student experience.

Governance, Risk & Compliance

- Ensure full compliance with RFU, BUCS and University governance frameworks.
- Hold responsibility for risk management across rugby activity, including training, competition and events.
- Maintain robust assurance processes covering safeguarding, DBS compliance, staff qualifications and ethical delivery including high standards of athlete welfare, duty of care and Clean Sport compliance.

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.
- 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 outlined in the document.

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: Director of Sport
- Direct Reports: 3 positions, Rugby Programme Manager, Lighting Rugby Head Coach & Men’s Rugby Head Coach
- Budget Responsibilities: Men’s & Women’s Rugby budget responsibility

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

AREA	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
Experience	Extensive and current technical knowledge of rugby, demonstrated through senior coaching, performance leadership or equivalent elite rugby experience, with clear credibility across the rugby system. Demonstrated ability to combine deep technical expertise with strategic leadership, shaping long-term direction while maintaining high standards of delivery. Experience influencing at senior stakeholder level, with credibility across sport, education and/or professional environments. Strong judgement and decision-making capability within high-pressure, high-visibility contexts.	Experience working within higher education, performance sport systems or professional sport pathways. Experience of women’s rugby leadership or programme development. Experience contributing to student recruitment, dual-career or talent-development environments. Experience engaging with national governing bodies or professional clubs.
Skills and abilities	Experience leading and developing multidisciplinary teams, fostering accountability and high standards. Extensive technical knowledge of rugby, with a proven track record of coaching or leading high-performance programmes. Excellent communications skills, both written and oral. Strong understanding of performance systems, player development, and competition demands. Ability to build positive culture, role-model professional behaviours and support leadership development. Knowledge of RFU/Club issues and established credibility within the Rugby community. Good organisational and time-management skills. IT skills necessary for analysis, report writing and general communication. Ability to identify, and innovate to create, commercial opportunities through Rugby. Established professional standing within the rugby community. Demonstrated commitment to inclusive leadership, equality and athlete-centred practice. Significant experience managing budgets and resources with accountability for delivery and value.	

AREA	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
Qualifications	Level 4 Rugby Coaching Qualification or equivalent experience.	Sport related degree or equivalent experience. Advanced coaching qualification (or equivalent experience).
Training	Willingness to update First Aid and Health & Safety requirements for rugby and work towards more advanced coaching awards and qualifications.	
Other	Adherence to the Loughborough University ‘Clean Sport’ Commitment Statement. Flexibility and willingness to work irregular hours as necessary. To observe the University’s Equal Opportunities policy at all times.	





Join us. It will be exciting!

Sport at Loughborough University is more than something we do - it is a defining part of our identity, woven into the very fabric of who we are. In a banner year for Loughborough Sport, over 120 Loughborough-linked athletes secured 35 medals at the 2024 Paris Olympic and Paralympic Games - placing us 16th on the medals table, if we were a country. This is a remarkable achievement for a university, in part due to our passion for partnership working and collaboration. We also secured our 45th consecutive British Universities and Colleges Championship title.

We offer the best integrated sports ecosystem in the world with incredible facilities, outstanding performances and world-leading research and education. Our sports-related research and teaching have been ranked the 'Best in the World' by the international QS subject tables every year since the rankings' inception. Our research and innovation has been at the cornerstone of some of the most significant technological sports developments of recent years, eg eliminating serious and life-threatening facial injuries in cricket. Our ecosystem of partnerships with National Governing Bodies and leading global organisations places us at the heart of the international sporting infrastructure.

Uniquely, sport is embedded in our core university strategy and is strategically led by a dedicated Pro Vice-Chancellor for Sport - a role that exists at no other UK University. This strategic focus ensures that sport underpins everything we do, across our entire organisation - from academic excellence to elite performance.

Quite simply, sport is in our DNA.

Our distinctiveness rests in our combination of cutting-edge sports research, world-class facilities and an ever-evolving ecosystem that comes together in an interdisciplinary way to shape the experiences of our athletes and students.

We present unrivalled opportunities for the advancement of sport at all levels, from our high-performance training centres, inclusive para and disability sport programmes, and recreational student and community offers - we embed a winning sports mindset.

If you're ready to help lead the place where History Begins we want to hear from you.

About Loughborough University

Loughborough University is a place for risk-takers. For those with the imagination and creative enthusiasm to face challenge and overcome it. The determination to work hard in pursuit of critical, incremental advances.

It's a mindset that endures long past graduation, and nurtures a worldwide community united by the understanding that better isn't born, it's earned. This makes us stand apart from other institutions. It's why we're the world's number one university for sport-related subjects in the QS World Ranking by Subject 2024. It's why we're consistently ranked in the UK top ten. It's why we regularly walk away with top awards for student experience and facilities.

[Creating Better Futures. Together](#) is our bold and ambitious strategy that will guide the University over the next decade. It sets out our purpose, our values, and our aims, recognises the impact of our actions on the world around us, and reflects the challenges we face.

It's a strategy rooted in a heritage that began with our founding in 1909 as a top-level technical college. Today, our global community of 3,800 colleagues and more than 19,000 students continue to harness the power of research, innovation and community to address global challenges. From our 523 acre campus in the East Midlands and our London campus on Queen Elizabeth Olympic Park, we operate an endeavour with an annual turnover of over £300m.

Our sense of pride is rooted in much more than the excellence of our facilities. We stand apart from other institutions in our commitment to striving to be better, and to make those small, incremental differences – the marginal gains – that improve lives, expand horizons and broaden opportunity and accessibility for all.

Our world-leading, internationally excellent research and innovation offering is testament to this. A degree from Loughborough is more than a superb qualification. It makes every graduate a part of our story, our global community, and our relentless pursuit of better.



Our People

Loughborough University is a place for risk-takers. For those with the imagination and creative zeal to face and overcome challenge. The determination to work hard in pursuit of critical, incremental advances. It's a mindset that endures long past graduation, and nurtures a worldwide community united by the understanding that better isn't born, it's earned.



108,000

hours logged
over 900 volunteers
Coaching & Volunteer Academy
2024/25



3,400

staff, Loughborough's
biggest employer.



19,400

students from
130 different countries.



3,500

of our students on campus
are international.



90

TENANT PARTNERS
are based on
Loughborough University
Science and Enterprise Park (LUSEP).



We have received the
**RACE EQUALITY
CHARTER
BRONZE AWARD**
that recognises we
are beginning our journey to
advance race equality.

OUR STAFF

Staff numbers (December 2025)

Administrative, management and specialist staff	1,500
Researching, teaching, enterprise, specialist and supporting academic staff	1,400
Operational and technical staff	1,000

OUR STUDENTS

Student numbers 2025/26 UK/EU and international

Undergraduate	15,400
Postgraduate taught	1,300
Postgraduate research	1,000

OUR ALUMNI

Loughborough University has a global community of over 250,000 graduates.

Over £6 million has been donated by alumni and friends of the University over the last three years.

OUR COLLABORATIONS

The University works with organisations worldwide, exchanging knowledge to drive innovation, boost performance and meet current and future challenges. Loughborough's strategic partners include:

adidas
[volume.lboro.ac.uk/
winning-its-all-about-teamwork](https://volume.lboro.ac.uk/winning-its-all-about-teamwork)

Joseph Rowntree Foundation
lboro.ac.uk/research/crsp

Caterpillar Innovation and Research Centre
lboro.ac.uk/caterpillar-irc

Leicester Biomedical Research Centre
leicesterbrc.nihr.ac.uk

National Centre for Sport and Exercise Medicine
ncsem-em.org.uk

Rolls-Royce University Technology Centre
lboro.ac.uk/rolls-royce-utc

SportPark
LUSEP.co.uk/sport-park

The Manufacturing Technology Centre (MTC)
the-mtc.org

National Football League Academy
nflacademy.com

West Ham United Women
whufc.com



Our achievements

We successfully combine a world leading research endeavour with arguably the UK's best student experience. We are home to the world's leading academic-led sporting ecosystem, with an outstanding estate and facilities, and a well-established supportive and thriving network for innovation and enterprise.



COMPLETE UNIVERSITY
GUIDE 2017-2027

**A TOP TEN UK
UNIVERSITY FOR
OVER A DECADE**



QS WORLD
UNIVERSITY RANKINGS
BY SUBJECT 2026

**BEST UNIVERSITY
IN THE WORLD FOR
SPORTS-RELATED
SUBJECTS**



INTERNATIONAL
QS STARS
SCHEME

**FIVE STARS PLUS
INSTITUTION**



TEACHING EXCELLENCE
FRAMEWORK 2023

**AWARDED GOLD
OVERALL,
GOLD FOR STUDENT
EXPERIENCE AND
GOLD FOR STUDENT
OUTCOMES**



COMPLETE UNIVERSITY
GUIDE 2027

**15 SUBJECT
AREAS IN THE
UK TOP TEN**



BRITISH UNIVERSITIES
AND COLLEGES SPORT
CHAMPIONSHIPS

**UNBEATEN
CHAMPIONS
FOR 45 YEARS
RUNNING**



**OVER
£20M**

**RAISED THROUGH
LOUGHBOROUGH
STUDENTS'
UNION RAG**



**TEN YEARS IN
LONDON:**

OUR QUEEN ELIZABETH
OLYMPIC PARK CAMPUS
IS HOME TO OVER
800 POSTGRADUATE
STUDENTS



AWARDED

**EIGHT QUEEN'S
ANNIVERSARY
PRIZES**

FOR THE QUALITY OF
OUR RESEARCH



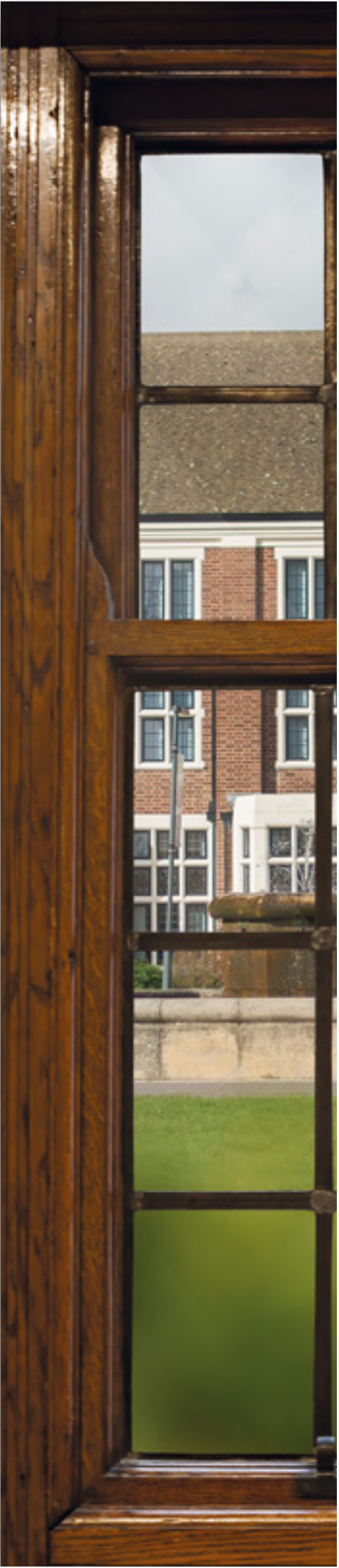
GREEN FLAG AWARDS
SINCE 2018

**ONE OF THE
NATION'S BEST
GREEN SPACES**



WHATUNI STUDENT
CHOICE AWARDS 2026

**1ST FOR
UNIVERSITY
FACILITIES**





Sport at Loughborough.

Sport at Loughborough University is more than an activity – it is a defining part of our identity, woven into the fabric of who we are and what we do. Quite simply, sport is in our DNA. From world-leading research and innovation, first-class coaching, state-of-the-art facilities to an outstanding student experience, we offer an inclusive experience that has made us global leaders in sport.

National sports partners.

Loughborough University’s impact lies in the unique integrated ecosystem that has made us the hub for sport in the UK. We are home to the country’s largest concentration of governing bodies with Aquatics GB, UK Athletics, British Triathlon, the England and Wales Cricket Board, the Lawn Tennis Association and England Netball all based on our East Midlands campus. Several Paralympic National Governing Bodies (NGBs) base their performance programmes here, including Para-Athletics, Para-Cycling, Para-Swimming and Para-Triathlon. We are also home to the regional hub for the UK Sports Institute. UK Anti-Doping’s headquarters are also based on campus and our teams work tirelessly in support of clean sport values and ethical performance. We have over 40 strategic partners in sport and work closely with a range of organisations across public and private sectors, from the Premier League to Paralympics GB, adidas and the NFL.

An inclusive sporting environment.

Sport is embedded in the core University strategy, outlined in the [Core Sport Plan](#) and driven by a dedicated Pro Vice-Chancellor for Sport – a role that exists at no other UK University. Our commitment to realising the full benefit of sport for our students spans all ability levels and sees our alumni excelling in top roles across the industry.

Over 80% of our students participate in sports at least once a week, with opportunities from recreational events to over 60 different Athletic Union sports clubs. We run 53 weekly free-to-access sports and wellbeing activities, while last year, our Coach and Volunteer academy delivered a remarkable 120,000 hours of volunteer work, empowering the next generation of officials and performance experts.

Para and Disability sport

Our vision is to create life-changing opportunities through the development of an inspirational and inclusive offer – and the launch of our Para and Disability Sports Strategy last year, in partnership with Paralympics GB, creates opportunities for disabled students in participation, coaching and elite para-sports. We are home to the powerlifting team of British Weightlifting, and host many para events, including Invictus Games training camps. Our inclusive model sees athletes and students with and without disabilities training alongside each other and benefitting from integrated coaching and support services.



Championing female sport

Loughborough University are championing women in sport, from bringing together research excellence to our Loughborough Lightning franchise with its five squads for netball, rugby, football, cycling and wheelchair basketball. Our teams compete in the top tiers of competition, with fixtures regularly covered live on Sky Sports, and our Lightning netball team have featured in eight Grand Finals and won three Netball Super League Titles. Last year, we announced a landmark international partnership with the Global Observatory for Gender Equality and Sport to further elevate women’s sport in the UK.

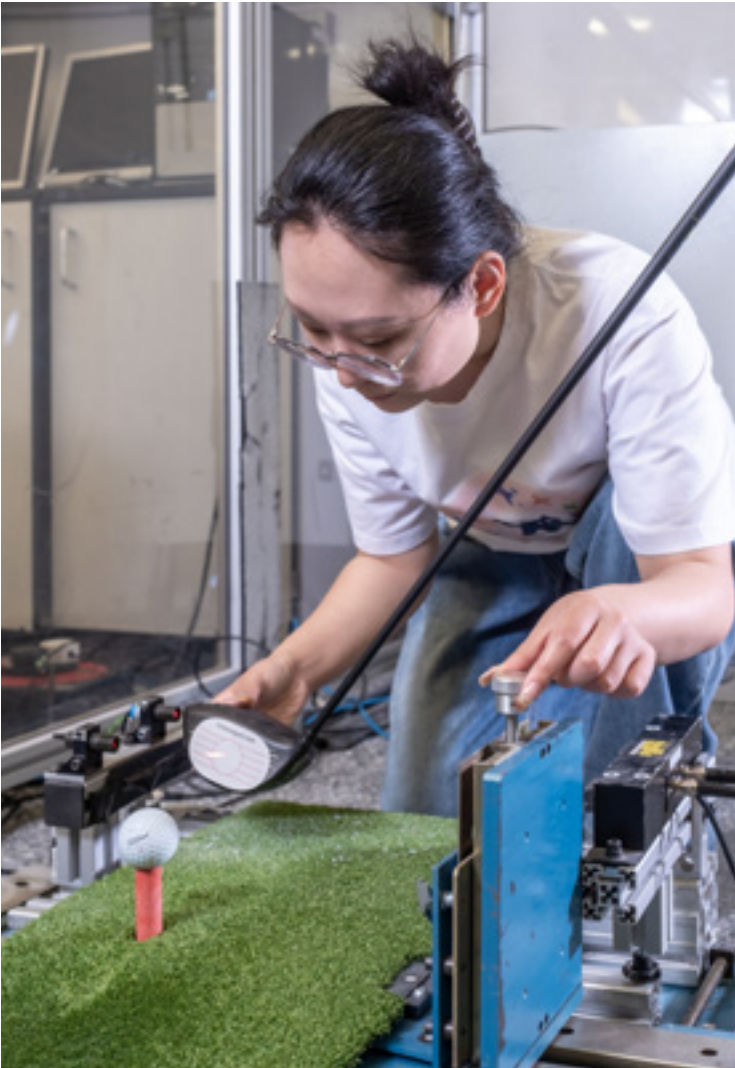
Olympic and Paralympic Games success

In 2024, over 120 Loughborough-linked athletes and staff competed in the Paris Olympic and Paralympic Games, bringing home an incredible 35 medals – 17% of Team GB’s total result. This means that if Loughborough were a country, we would be ranked 16th on the global medals table. This remarkable achievement was built on similar levels of success in the last Olympics and Paralympics and Commonwealth Games, acting as a banner for the incredible achievements possible through our sporting environment.

Outstanding facilities

As an accredited UK Sport Environment we are home to the country’s largest concentration of world-class facilities across a wide range of sports. These include:

-  **Olympic size swimming pool**
-  **Athletics centre and stadium**
-  **Tennis Centre**
-  **Cricket Centre**
-  **Three world-class gyms**
-  **Water-based hockey pitch**
-  **Football stadium**
-  **Performance football and rugby pitches**



What we offer

A distinctive international reputation for excellence

The relevance of our research to real-life issues places us at the forefront internationally, increasing significantly the global visibility and reputation of the University. Our contribution, at the very highest levels, to new knowledge and understanding boosts our links with some of the best universities in the world and expands our breadth of well-established partnerships with leading international companies.

A life-shaping student experience

We provide our students with an exceptional learning environment that offers outstanding, innovative teaching, opportunities to contribute to pioneering research, and options to maximise their business potential, coupled with wide-ranging personal support. We engage with our students to ensure we deliver the best possible academic experience. There is high demand for our programmes and we deliver outstanding levels of student satisfaction.

Working in partnership with Loughborough Students' Union, we offer the best possible all-round experience, providing our students with a wide range of opportunities that enable them to achieve their full potential, professionally and personally as well as academically.

Outstanding partnerships to deliver social, economic and cultural prosperity

We pursue the commercial potential of our research and forge productive, collaborative links with partners across all sectors. We will meet their requirements and our activities helps support economic development and drive innovation and performance locally, nationally and internationally.

We work closely with local partners to enhance the social, cultural and economic wellbeing of the communities and regions in which we reside. We embed sustainability and social responsibility into all of our processes, operations and developments.

A culture of delivering excellence in all that we do

Through the integration of influential research, a vibrant enterprising culture and outstanding learning opportunities, we enhance our ability to drive forward solutions to contemporary global challenges.

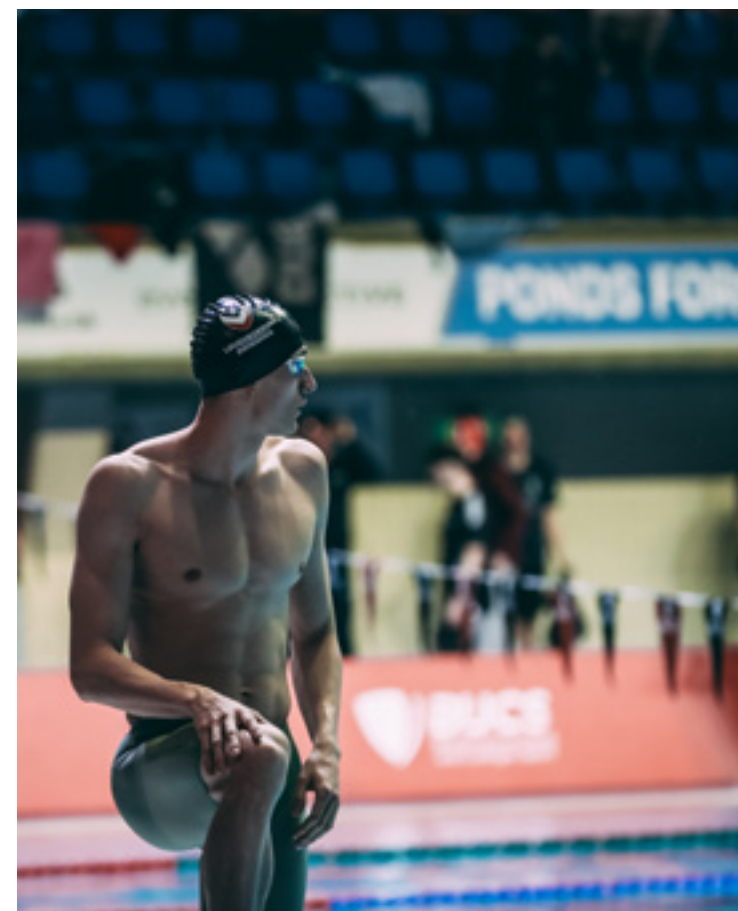
We support staff to attain the highest standards, and our international profile attracts the very best in their fields.

We have cemented our position as the UK's premier university for sport and are recognised globally for our unique ability to shape sport and exercise policy and practice both nationally and internationally.

One outstanding university: two vibrant campuses

Our distinctive ability to integrate research, teaching and enterprise has strengthened the activities in which we excel and created new capacity in areas of excellence.

Our international ambitions are being enhanced through a thriving postgraduate campus on the Queen Elizabeth Olympic Park in London, complementing our outstanding green-field campus in Loughborough and creating distinct campus communities, that share a common ethos, purpose and values.



University governance

The University Senate

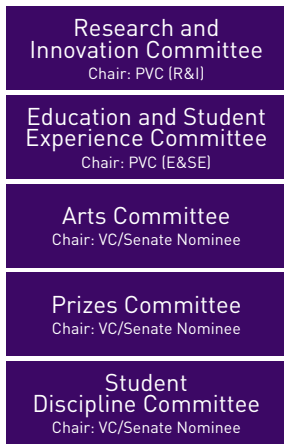
The University Senate is responsible for the academic work of the University, including programmes, examinations, teaching and research quality. Its membership is drawn from the University.

The University Council

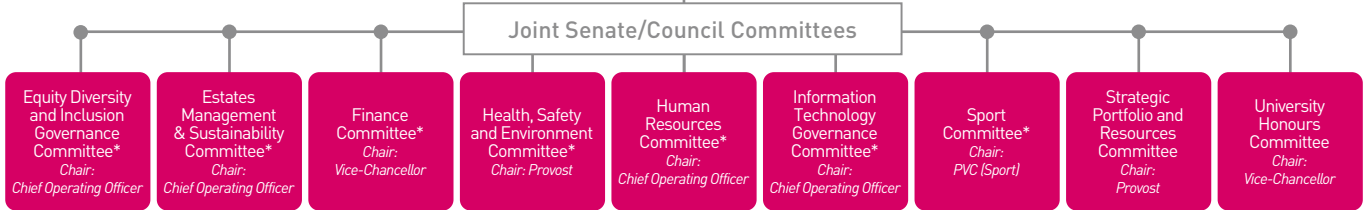
The University Council is the governing body, responsible for the University's finances, buildings and land. It is the official employer of all staff and meets several times a year. Its Chair is the Senior Pro Chancellor, Christine Hodgson CBE.

Senate & Council structure

Senate Committees



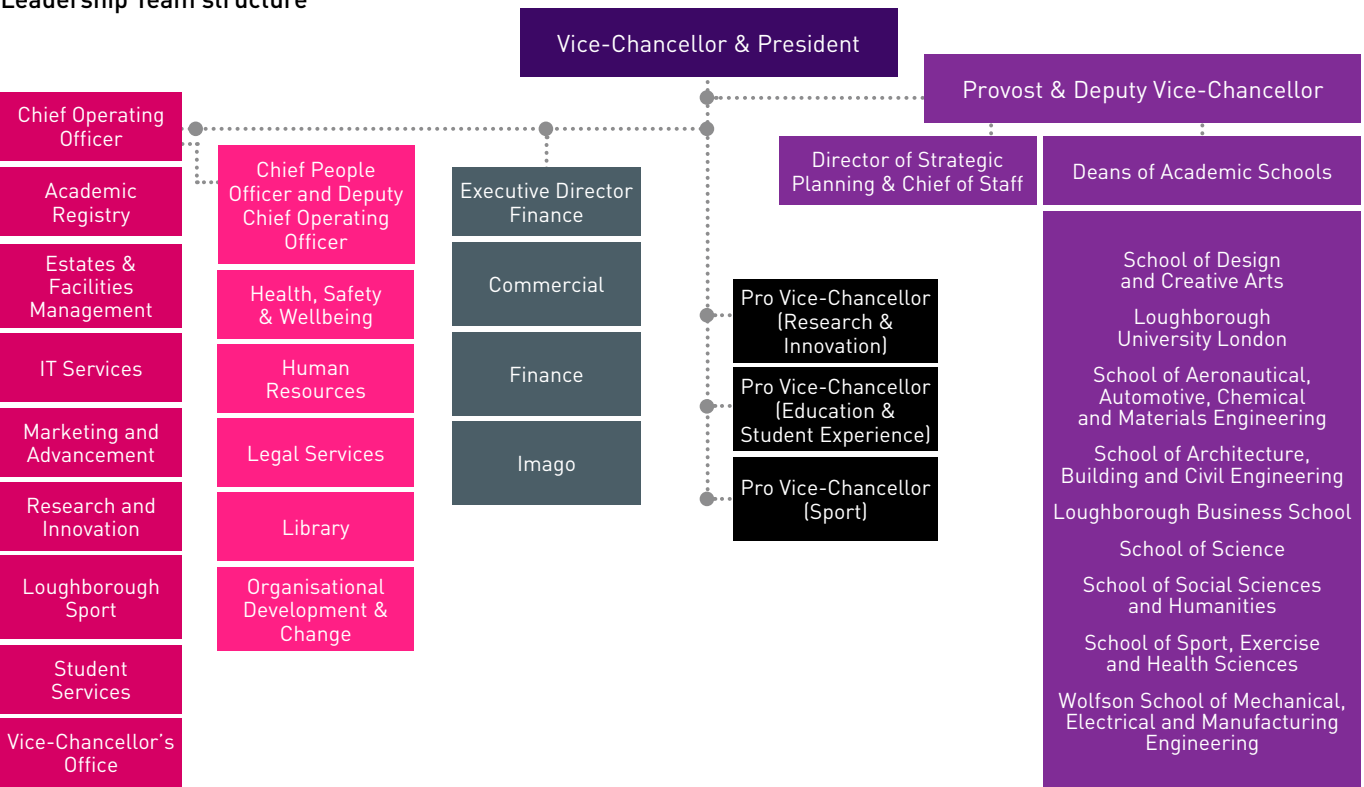
Council Committees



Sub-committees not included

*includes lay members of Council

Leadership Team structure





Conditions of service

The position is offered on a full time (37hours) open ended basis. Salary will be on Management and Specialist grade 7, (£47,389 - £56,535)

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 [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/>.



This publication is available in other formats.
Please contact Visual.Identity@lboro.ac.uk
with your requirements quoting document reference 89966.

A TOP TEN UK UNIVERSITY FOR OVER A DECADE

**Complete University
Guide 2017-2027**