

Loughborough Rugby Performance Coach – Lead BUCS (Women’s) and Assistant National League (Men’s)

School/Department summary:

Loughborough Sport is the overarching sport and physical-activity Professional Service of Loughborough University. It covers a wide spectrum: elite performance sport, recreational sport, coaching and volunteering, facilities, student clubs, and inclusive programmes.

Job Description

Job Family and Grade: Operational Services Grade 5 (OP5)

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 (0.6 FTE).

To work with the National League Lead Coach & Men’s Rugby Head Coach to lead, plan and implement a coaching programme for the team competing in Level 4 of the RFU pyramid (0.15 FTE).

Job Duties:

Key responsibilities:

Women’s Programme (0.6 FTE):

- 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 Sports) in line with Loughborough Lightning’s Game Model and Pathway Strategy (including BUCS 2, 3 and Road to Rugby).
- Develop close working relationships with Colleges and National Governing Bodies
- 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.

Men's Programme (0.15 FTE):

- Work alongside the National League Lead Coach to run an effective coaching programme so that the group can compete successfully within the league structure. 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.

General:

- Input into the day to day inter disciplinary working.
- Where necessary liaise with the Head Coaches 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 Coaches.
- 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 in 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 outlined in the document.

Special Conditions

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

Organisational Responsibility

Reports to the: Women's Rugby Head Coach & Men's Rugby Head Coach

Direct Reports: N/A

Budget Responsibilities: N/A

Person Specification

Your application will be assessed based on the essential and desirable criteria listed below.

Applicants are strongly encouraged to explicitly demonstrate how they meet each essential (and desirable) criteria at the application stage. The criteria that you need to demonstrate in your application will be listed as Stage 1 in the table below.

Stages of assessment are as follows:

- 1 – Criteria measured within the Application
- 2 – Criteria measured at Test/Assessment Centre/Presentation
- 3 – Criteria measured at Interview

Essential Criteria

Area	Criteria	Stage
Experience	Proven experience coaching within a performance Rugby pathway.	1,3
	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
	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
	An 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	Minimum RFU Level 2 coaching award or equivalent experience.	1,3
Other	First Aid certificate.	1,3
	Safeguarding Certificate.	1,3
	Driver's Licence.	1,3
	Demonstrate an ability to behave in a way that adheres to equitable and inclusive working practices, while respecting diversity of thought and supporting freedom of speech and expression.	3

Desirable Criteria: These are skills, experience and competencies that are additional extras that may be used to narrow the pool down if we receive a high volume of applications that meet the essential 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 (e.g. nutrition/S&C).	1,3
	Adaptive communication skills to work with a range of stakeholders.	1,3
Qualifications	Level 3 Rugby Coaching Qualification or be working towards.	1,3
Other	Access to a vehicle.	1,3

Conditions of Service

The appointment will be subject to the [University's Terms and Conditions of Employment](#) relevant to the job grade.

Shared University Responsibilities

As a member of the Loughborough community, you are expected to:

- Take reasonable care of yourself, others and the environment, and to prevent harm by your acts or omissions. All staff are therefore required to adhere to the University's Health, Safety and Environmental Sustainability Policies & Procedures.
- Support and contribute to the University's commitment to Equity, Diversity, and Inclusion (EDI), while carrying out all duties in a way that respects these principles and upholds the right to free expression. Further information about EDI at Loughborough and our strategic aims is available on our website.

Our Purpose, Vision, and Values

Our purpose, Vision and Values underpin all that we do and shape how we work together at Loughborough.

We're proud to promote our values: **Adventurous, Collaborative, Creative, Authentic and Responsible**. Our people bring these values to life every day, and they are central to the positive and supportive culture that makes Loughborough unique.

If you join us, you'll be encouraged to bring these values to life in your own work and contribute to the positive, supportive culture that makes Loughborough unique.

Read more about our [vision and values](#).

Our Accreditations



We strive to create a culture that supports equity 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 career.



We are proud to be a [Race Equality Charter Member](#). The Charter aims to improve the representation, progression and success of all minority ethnic staff and students within higher education and address issues of racism within higher education institutions (HEIs).



We are proud to be a Disability Confident Employer and have adopted a proactive approach to employing disabled people and to creating a more diverse workforce. We ensure that our recruitment processes are inclusive and accessible. We guarantee to offer an interview to all applicants who have declared a disability, provided that the essential criteria for the role are met. We proactively anticipate and provide reasonable adjustments and support existing employees who acquire a disability or long-term condition to thrive in the workplace.



We are a real living wage employer, and our Living Wage Employer Mark shows our commitment to paying our staff according to the cost of living.



We are proud supporters of the [City of Sanctuary movement](#) and delighted to be recognised as a University of Sanctuary. This national network brings together, university staff, lecturers, academics, and students, who together work to make Higher Education institutions places of safety, solidarity and empowerment for people seeking sanctuary.

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.