



# RUGBY FOOTBALL UNION **WOMEN**

## JOB DESCRIPTION

<b>Job Title:</b> Divisional Head Coach (U15, U18, Senior squads)	<b>Location:</b>
<b>Contract Period:</b> The initial appointment to each coaching position will be for 1 season (2010/11).	<b>Salary:</b> £80 for full day sessions / matches and camps and £40 per evening session
<b>Responsible to:</b> Divisional Talent Development Officer (DTDO)	

### Job Purpose

**Lead on the planning and delivery of Divisional squad training and matches to achieve the squad and player development outcomes.**

### Areas

1 Head Coach per U15, U18 and Senior squad within North, Midlands, South West, London & South East Divisions

### Main Duties and Responsibilities

- Cultivates a philosophy that which balances winning with performance and development of players
- Creates an environment which stimulates and promotes player development
- Using the Divisional coaching framework, lead on the planning and delivery of squad training sessions on specified dates and agreed midweek sessions
- In liaison with Assistant Coach (AC) and DTDO select the Divisional squad
- Lead on the selection of match day squads (in liaison with DTDO)
- Attend all Divisional squad training and matches on specified dates
- Using the Divisional coaching framework lead on the planning and delivery of trials
- Work with AC and DTDO to complete individual player development plans and end of season player assessments / reports

- Plan and deliver local sessions where agreed
- Liaise with squad manager to ensure all required kit and equipment is provided and available
- Liaise with squad manager regarding player availability and welfare
- Liaise with squad physiotherapist regarding injury management and status
- Where appropriate, mentor and support the development of AC
- Where agreed, attend CB / club matches within Division
- Work at all times within the requirements of Health and Safety legislation.
- Carry out all responsibilities with due regard to the RFUW's Equity Policy.

### **Person Specification**

- Rugby Union Coaching Award - Qualified to minimum Level 2, preferably Level 3
- Experience of leading, planning and delivering coaching sessions within a squad environment
- Player centred / game related approach to coaching and player development
- Sound understanding and knowledge of up to date coaching practices
- Be self motivated in updating their knowledge and skills by regular attendance at relevant CPD events / courses
- Possesses a level of knowledge that enables players to achieve their potential
- Works effectively as part of a team and as an individual
- Understanding of RFUW player pathway
- Sound administrative and IT skills
- Strong communication and interpersonal skills
- Promotes the RFUW player pathway and the development of women's and girls' rugby in England
- Ability to commit to evenings and weekends as required to fulfil the role
- Enhanced CRB Disclosure (essential)
- Experience of good practice and child protection
- Access to own transport

## **Commitment to role**

Whilst the post holder will be offered a degree of flexibility to fulfil the roles and responsibilities by utilising their personal strength, the following time commitment will normally be the **minimum** required to successfully meet the demands of the post.

Whilst the majority of the Divisional matches and squad training operates between January and April, the programme will continue through to August (2011).

### U15 Head coach

- 1 x Trials day (23/01/11)
- 2 x Training days (20/02/11 & 10/04/11)
- 1 x Match days (13/03/11)
- 1 x Festival (2 days) (16 & 17/04/11)
- 1 x Summer Camp (2 days)
- Agreed local delivery sessions (primarily evenings) – to be determined and discussed with DTDO
- 2 x Divisional staff training / review days (unpaid, compulsory attendance)

### U18 Head coach

- 1 x Trials day (23/01/11)
- 1 x weekend training (13/02/11)
- 2 x Match days (20/02/11 & 20/03/11)
- 1 x Festival (2 days) (16 & 17/04/11)
- 1 x Summer Camp (2 days)
- Agreed local delivery sessions (primarily evenings) – to be determined and discussed with DTDO
- 2 x Divisional staff training / review days (unpaid, compulsory attendance)

### Senior Head coach

- 1 x Trials day (30/01/11)
- 1 x weekend training (06 & 07/02/11)
- 1 x Match weekend (05 & 06/03/11)
- 2 x Match days (13/02/11 & 20/03/11)
- 1 x Summer Camp (2 days)
- Agreed local delivery sessions (primarily evenings) – to be determined and discussed with DTDO
- 2 x Divisional staff training / review days (unpaid, compulsory attendance)

Additional delivery dates, including delivery with other age groups may be added during the programme. Dates and format to be confirmed by DTDO.

## **Rewards and benefits**

Head coaches will be paid £80 for full day sessions / matches and camps and £40 per evening session (number of sessions to be agreed with DTDO).

Travel expenses will be paid up to a maximum of £35 per session.

Opportunity to work with aspiring, talented players within a high performance programme and to be part of a successful national governing body.

Support and access to Continuous Personal Development (CDP)

Access to England Women's International tickets (post WRWC)

## **Length of tenure**

The initial appointment to each coaching post will be for 1 season. I.e. from date of official appointment (November 2010) to the end of the Divisional programme that season (August / September 2011).

The post will be reviewed and appraised annually and pending satisfactory review, the post may be extended for a further one or two seasons.

## **Selection process**

- Monday 2<sup>nd</sup> August 2010 – Application opening date
- Friday 10<sup>th</sup> September 2010 – Applicant closing date
- Monday 20<sup>th</sup> September 2010 – Short listed applicants informed and unsuccessful applicants informed
- Monday 20<sup>th</sup> September – November 4<sup>th</sup> 2010 – All short listed applicants will undergo a coach observation and interview process with DTDO. These dates will be agreed with the DTDO and will take place at Club/CB sessions where appropriate.
- All appointments will follow interview and observation.
- Divisional staff briefing 13<sup>th</sup> or 14<sup>th</sup> November 2010 (dependant on Division)