



Job Title: Director of Rugby

Responsible to: Head of PE and Sport, Vice-Principal (Curriculum), Headmaster

Salary: Subject to negotiation and to be reflective of experience and qualifications

The post-holder will primarily work on the development, promotion and growth of the game of rugby in the school.

Job Description

The post-holder will lead and manage all aspects of rugby across all key stages in the school on a journey of continuous improvement. The post-holder is expected to uphold and actively promote the ethos of rugby at Coleraine Grammar School (CGS) and to develop all facets of the sport. The post-holder is expected to promote active participation in rugby to pupils at the school in a positive, safe and healthy manner. The successful candidate will report to the Headmaster, when necessary, will be operationally line managed by the Head of PE and Sport, and will be responsible for the development and updating of the school's Rugby Development Plan, securing and sustaining the highest standards of consistent coaching.

Supervision of some classes may be required at the discretion of the Headmaster and subject to the qualifications and experience of the successful candidate.

The successful candidate will have –

- Previous knowledge and playing experience of rugby at a good standard
- Strong communication, leadership and presentation capability and demonstrable experience of promotion or development of rugby
- Positive and proactive approach to coaching rugby and have experience of successful involvement in coaching of the sport.

Main duties and responsibilities of Director of Rugby post:

The Key Performance Indicators are in italics.

Coaching

1. Plan, lead and manage a whole school coaching and player development plan for rugby to increase player participation and enjoyment, improve playing standards and increase on-field success. This should relate to the Rugby Club and timetabled Games.

Maintain levels of coaching for teams

Disseminate good practice to PE and Games staff and players, as appropriate.

*Integrate core rugby skills into Games; to be monitored and reviewed in consultation with the Head of PE and Sport.
Work with IRFU (Ulster Branch) Schools' Rugby on the identification and development of players with potential.*

2. Develop, implement, and review a 3-Year Rugby Club Development Plan as part of on-going school improvement.

3-Year Rugby Development Plan presented to the Senior Leadership Team in September 2024, using the School Development Plan template.

The Rugby Development Plan to identify when skills sessions will take place and to be scheduled on the school calendar and on the website. Specialist sessions to include scrum half passing, line outs, kicking clinics, analysis of game breaker and to meet the needs of the Rugby Club and for all year groups.

Rugby Development Plan to be monitored, evaluated and reviewed in accordance with whole school development planning.

3. Leading/assisting coaching sessions to sustain development across year groups.

Training days, weekends and tours for pupils identified in the rugby development plan.

4. Coach a designated team as determined by the Headmaster.

In addition to coaching and developing a designated team (including Saturdays), to support all other teams as per the games timetable, including Saturdays.

- Maintain and promote the professional development of the coaches.
- Ensure that all rugby coaches are appropriately qualified and trained to coach and referee
- Lead and manage the professional development of all coaches.
 - *In collaboration with the Head of Sport, organise and manage a suite of rugby staff to take age group teams (U12s/U13s/U14s/Medallion/2ndXV/3rdXV in rugby)*
 - *Delivery of tailored, focussed and high-quality rugby development programmes and initiatives*
 - *Organising, participating and delivering coaching courses and player skills.*

Audit of coaches' skills and experiences to be completed by 30 September 2024.

Coaching development scheduled on an annual basis.

5. Develop and implement a whole school rugby specific strength and conditioning programme (in consultation with the Head of PE and Sport).

To be presented to SLT end of September 2024; to be reviewed termly by the Headmaster and the Head of PE and Sport.

6. Ensure that rugby maintains the highest standards of health, safety, welfare and respect for the game within the ethos and values of CGS.

*Guidance issued to pupils and parents beginning of term
Concussion register maintained
First Aid equipment maintained.*

7. Organise and chair termly meetings of all rugby coaches.

Funding

8. Oversight of the Rugby Club's financial operations, including budget management, in collaboration with the Head of PE and Sport, the Bursar, and the Headmaster. The Director of Rugby will be tasked with generating revenue through sponsorship, rugby camps, fundraising, and other means to support the rugby program financially.
9. The management of the Rugby Club equipment in consultation and agreement with the Head of PE and Sport.

Communication and Outreach

10. Whole-school rugby PR and marketing and promotion of the Rugby Club.
*To maintain website and Facebook- updated each Saturday and Wednesday afternoon; results made available each Monday for assembly.
Support and enhance the School's rugby traditions and its reputation as a premier rugby school.*
11. Regular and timely communication with parents via website, rugby and school Facebook and the school magazine.
*To organise and lead a rugby parents' information evening.
To organise, attend and develop the rugby pupils' and parents' dinner to reward the players, teams and coaches.*
12. Outreach to primary schools with organised events, including annual P5, P6, P7 tournaments.
Events to be planned in March for delivery to schools in May and June.
13. Organise rugby camps for local primary school children during school holidays at Halloween, Easter, and the summer. These events should be targeted to enhance links with pupils, parents and primary schools, and should raise significant income for rugby.

Fixtures

14. The arrangement of all fixtures throughout the season.
 - *Work with the governing body, other schools and clubs to ensure a full and appropriate fixture list, and that the school is entered for all appropriate competitions.*

- *Organise the provision of transport to fulfil fixtures when required.*
- *Work with providers and the Head of PE and Sport to ensure that school kit is made available to pupils as appropriate.*

15. Regular and appropriate liaison and consultation with the Head of PE and Sport and groundsmen.

DoR to walk the grounds each Saturday and determine if fit for play, decision to be communicated to all coaches, visiting teams, parents and SLT before 9.00am on a Saturday.

16. Organise the annual CGS Year 8 rugby tournament to take place on a Saturday in mid-March with as wide a range of schools participating as possible.

17. To lead and manage 1st XV and other tours, including fundraising in liaison with the Fundraising Committee.

To lead the fundraising for tours.

General

18. Meet weekly with the Headmaster.

19. To contribute to the summer games programme during Rugby timetabled periods. The DoR will be on rota with all PE/Games staff

20. Any other reasonable requests of the Headmaster.

Criteria for Post

Essential Criteria

1. IRFU Performance Coaching Award (or equivalent) or above.
2. At least 3 years' experience as a Rugby Head Coach in a school program or experience coaching teams such as 1st XV, Medallion, Club U18, or within a provincial program in the past 5 years.
3. Proven track record of successful implementation of a rugby improvement program in the context of the examples in criterion 2.

Desirable Criteria

1. PGCE or an equivalent teaching qualification.
2. Proven track record of leading and managing coaches.

Commencement Date:

Mid-August 2024- ESSENTIAL