

Job Description

Job Title	Head Coach (Female Rugby)
Department	Sports Academy
Reporting to:	Director of Rugby
Main Purpose of the role	
<p>The main purpose of this role is to;</p> <ul style="list-style-type: none"> • Provide leadership, oversight and management of the Female Rugby programme at SGS College. • Plan, implement and manage the coaching programme for Female Rugby Academy squads and SGS Sport Community programmes. • To lead on the holistic development of athletes within the Female Rugby Academy including the yearly planning and supporting individual player development through the SGS Sport IDP programme. • Develop commercial opportunities in Female Rugby in conjunction with the Curriculum Director Personal and Social Development and the WISE Campus Manager. • Manage a small team to oversee Female Rugby at SGS College. 	
Key Tasks / responsibilities:	
<p>OVERARCHING:</p> <ul style="list-style-type: none"> • Build a culture of excellence, innovation and learning that supports student athlete development. • Promote a culture across the provision aligned with the mission and values of sport at SGS. • Liaise regularly with academic tutors to ensure students are achieving academically including; challenging of attendance, logging attendance concerns via College systems and putting in place interventions to improve academic attendance. • Provide pastoral support and care to the Academy squad members in conjunction with other coaching, academic and Academy sport staff • To ensure player care and safeguarding is at the forefront of all coaches practice including the logging of safeguarding concerns and integration of the SGS Wellbeing service. • Contribute to the sharing of coaching ideas and skills within SGS Sport through Coach Development groups. • To work closely with key partners and stakeholders to develop a recruitment strategy including trials, marketing events, open days, parents' evenings and recruitment evenings as required. • Undertake additional duties as requested by your line manager from time to time. • Sharing the College's commitment to safeguarding and prioritising the welfare of children, young people and vulnerable adults and demonstrating it in your day-to-day work. • Sharing and prioritising the effective implementation of the College's Equality and Diversity Policy. • Promoting and implementing best practice in Enabling Positive Behaviour, Health and Safety, Learner Code of Conduct, Leaner Charter and Safeguarding Children, Young People and Vulnerable Adults. • Contribute to the sharing of coaching ideas and skills within SGS Sport 	

MANAGEMENT

- To take a line management role for the Female Rugby academy reporting to the Director of Rugby.
- Where necessary, recruit, direct, manage and develop the additional assistant coaching staff required for the effective coaching and development of the performance squads.
- Advise the Curriculum Director Personal Social Development and Director of Rugby on the coaching and support structure for all Female Rugby teams, assisting the appointment of appropriate coaches, squad selection and training programmes throughout the pathway
- Create and implement, through the SGS marketing team, a co-ordinated media, marketing and communication plan and ensure the utilisation of all available social media and communication tools to identify opportunities to positively promote and publicise the SGS Female Rugby programme.
- Be abreast of the latest trends and developments within Female Rugby to incorporate this thinking into the strategy for Female Rugby at SGS Sport.
- Build relationships with local National Governing Bodies, Clubs and Active Sport Partnerships to increase opportunities for SGS Sport athletes.
- As necessary liaise effectively with partner clubs, stakeholders and strategic partners in relation to player recruitment, development, training and playing programmes.
- Ensure all Female Rugby coaching staff have undertaken a DBS check and safeguarding training as appropriate
- Budgetary responsibility for Female Rugby academy
- Work with the SGS Marketing Team and Curriculum Director for Personal and Social Development to ensure that marketing materials including social media and websites are fully up to date.
- To participate in Duty Manager Rotas, as required

SGS SPORT COMMUNITY PROGRAMMES

- Work with the WISE Campus Manager to develop new and expand existing commercial activity to support both the development of Sport on campus, and to contribute to meeting the WISE Centre income target.

HIGHER EDUCATION

- Work closely with the Curriculum Director Personal Social Development to develop new and expand existing higher education provision to support the development of Sport at SGS.

SGS SPORT ACADEMY (FURTHER & HIGHER EDUCATION)

- Manage effective coaching for the programme. This includes development of appropriate annual training programmes, covering pre-season, competitive season and off-season programmes.
- To manage the holistic individual development planning for all students in line with the SGS Sport Individual Development Plan programme.
- Coach SGS Sport academy students in regional and national competition and to target competitive success in Female Rugby in AoC Sport and RFU Competitions
- Delivery of practical sessions within the Female Rugby programme across both the elite and development programmes.
- Be abreast of the latest trends and developments within Female Rugby in order to incorporate this thinking into the strategy for Female Rugby at SGS Sport.
- To oversee the development of the Female Rugby squads at SGS College
- To manage and lead the SGS Sport multi-disciplinary meetings and co-ordinate the delivery of support services (sports science and strength and conditioning) to the Academy squads.
- Identify potential sports scholars and assist in managing the scholarship funding for individual performers in liaison with the Curriculum Director Personal Social Development.
- As necessary liaise effectively with partner clubs and stakeholders in relation to player recruitment, development, training and playing programmes.

- Build relationships with local clubs at a variety of levels to enhance to the performance player pathway at SGS College across pre-16, Community Programmes (Senior) and Under 18 programmes.
- Overseeing the operations of the SGS Female Rugby Academy including fixtures and training for both community partners and academy sessions.

Role Dimensions

- Attending Staff meetings and additional days such as staff development
- Coaching and developmental role
- Line management role
- Recruitment of 40+ Female Rugby players each year into the Female Rugby academy in collaboration with the Curriculum Director of Personal and Social Development.
- Level of budgetary responsibility <£20k

Key Interfaces

- College Principal
- Assistant Principal WISE Campus
- Curriculum Director Personal Social Development
- WISE Campus Manager
- Claims Staff
- Community Club partners
- SGS Internal departments; marketing, all curriculum areas, estates, work placement, HR and Learner Services
- Officials
- Other FE and ACE Colleges
- Junior Programme Contacts (parents, guardians)
- National Governing Body Representatives
- Bristol Bears staff and representatives

Supporting College Goals and Values – all roles

In addition to the particular requirements and characteristics of individual roles, all people employed by SGS College are expected to actively support the achievement of the College's goals and, at all times, both internally and externally, to behave in a manner consistent with the College's mission and values.

This means:

- Performing your role and delivering your service in a way that helps the College achieve its strategic objectives and annual development and improvement plans - taking account of available resources and national developments.
- Promoting the image of the College as one that is committed to the highest standards of delivery and service.
- Sharing the College's commitment to safeguarding and prioritising the welfare of children, young people and vulnerable adults and demonstrating it in your day to day work.
- Sharing and prioritising the effective implementation of the College's Equality and Diversity Policy.
- Promoting and implementing best practice in Health and Safety,

Measurable Performance Standards for this role

- Recruitment of students to the Female Rugby academy in accordance to targets set by the Director of Rugby and the Curriculum Director of Personal and Social Development
- Player recruitment (40+ players onto FE programmes each year)
- Players academic achievement (Attendance, Behaviour)
- Elite Success of players (Olympic/Paralympic Representation, International Appearances)
- Development of academy players individually and as a team based on regional and national competitions as well as academy measures and rankings
- Other Key Performance Indicators as set by the Curriculum Director of Personal and Social Development each year.
- Community Club Income

Critical Competencies

- Level 2 National Governing Body Coach
- Extensive knowledge of Female Rugby Coaching and youth development
- Well contacted and respected throughout Female Rugby
- Coaching experience at elite level
- Demonstrates commitment to youth player development and the context of collegiate sport
- Demonstrates a commitment to Continuous Professional Development both at SGS College and within Female Rugby.

Experience / Skills

- Relevant, updated coaching certificates
- Experienced coach at Youth and elite Level
- Knowledge of College Female Rugby Landscape
- Knowledge of Community Female Rugby Landscape
- Line Management experience
- Budget Management experience
- Knowledge of AoC Sport and RFU competitions

Level of Disclosure and Barring (DBS) disclosure required					
1: Enhanced with barred list checks					
Author and Date					
Connor Sidley-Adams (10 th May 2024)					
Job Evaluation (<i>for HR Completion</i>)					
Score		Profile		Level	

As the needs of the College change, so the above job profile, duties and location of the role within the College may be adjusted accordingly.

Where an employee indicates a disability, every effort will be made to make reasonable adjustments. If, however, a certain task proves to be unachievable, job redesign will be given full consideration.

Person Specification

Head Coach (Female Rugby)



Criteria	Essential	Desirable	Assessed by
Qualifications and attainments			
RFU Level 2 Coaching Award	✓		Application form
RFU Level 3 Coaching Award		✓	Application form
RFU Level 4 Coaching Award		✓	Application form
First Aid Qualification	✓		Application Form
Safeguarding Qualification	✓		Application Form
GCSE Maths and English (grade C or above)	✓		Application Form
Full and clean Driving license		✓	Application form
D1 Minibus Driving Licence		✓	Application form
Experience and knowledge			
Sound knowledge of Female Rugby at Performance and Participation level across the board	✓		Application form/interview
Knowledge and Experience of supporting Long Term Athlete Development	✓		Application form/interview
Experience of working in an Elite Senior Environment within the National League pyramid.	✓		Application form/interview

Experience of working within the FE Sector and with Athletes aged 16-19		✓	Application form/Interview
Knowledge and experience of Community Sport Development including increasing participation in Youth Sport.		✓	Application form/Interview
Experience of working within AoC Sport and RFU competition	✓		Application form/Interview
Experience of working in partnership with an Elite Level partner to support players towards Professional Contracts.		✓	Application form/Interview
Skills and abilities			
IT Literate (especially proficient in the use of Excel and Word)	✓		Application form
Meticulous approaches to Individual Player Development including Yearly Planning, IDPs and Session Planning	✓		Interview
Criteria	Essential	Desirable	Assessed by
Excellent organisations skills	✓		Application form/Interview
Highly developed interpersonal and communication skills to handle parents, Players, colleagues and grassroots participants	✓		Interview
Excellent communication skills via a range of methods	✓		Application form/Interview
Essential College attributes			
Initiative: Demonstrating the willingness and ability to use initiative – whether that means deciding on necessary action and following it through - or suggesting ways to work in a better way.	✓		Application form/ interview
Influencing skills: The ability to persuade others.	✓		Application form/ interview
Interpersonal Skills: The ability to communicate and interact with other people in a way that promotes cooperative relationships.	✓		Application form/ interview

Teamwork: The willingness and ability to collaborate and work closely with colleagues in a mutually supportive manner.	✓		Application form/ interview
Circumstances of role (if applicable)			
Willingness to work unsocial hours	✓		Application form