

Head Coach Southampton University RFC

Role Profile

Southampton University RFC is a rugby club of University of Southampton Students Union competing in BUCS Western 1A, Western 4A and the local merit league; the club is running three teams with around 50 registered players. The Club is seeking an outstanding Head Coach to oversee and deliver the coaching and ongoing strategic development of rugby performance (men's). You will ideally have been the Head Coach to a men's 1st XV and have a proven track record in coaching rugby and gaining results at senior level. The position will be based at the Wide Lane Sports Ground (Southampton) and will play an integral role in ensuring player and team development, two things that are central to the University of Southampton Student Union's desire for sporting excellence.

You will need to have a good understanding of the structure of rugby in the UK, the RFU, the Student Rugby Football Union (SRFU) and the British Universities Colleges Sports system (BUCS). You will be required to adopt a flexible approach to work, be able to work as part of a team and have excellent interpersonal and communication skills with the aim to engage and motivate students.

Role Description

Job Title: Men's Head Coach

Reporting to: SURFC Committee

Salary: £25/hour- £100 per home games, £150 per away games

Location: Sport and Wellbeing, University of Southampton, Wide Lane, Eastleigh SO50 5PE

Term: Part Time, 4 Hours per week + game days

Start Date: TBC

Main Purpose of Role:

To be the Head Coach to the Men's XV's and manage the organisation, delivery and ongoing development of performance rugby union training (15's and 7's) for Southampton University Rugby Football Club. Also playing a key role in enhancing the university's reputation for rugby union.

Main Duties of the Role

1. To design, implement and develop a comprehensive annualised rugby union coaching programme to support all senior squad players at Southampton University. This will include responsibility for management and be the Head Coach to the University men's squad (1st XV – 2nd XV)
2. To create a performance culture within SURFC to ensure that high performance standards in rugby union are maintained and improved through the ongoing development, delivery and monitoring of all players and teams.

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3. To create an effective learning environment with the Aim to engage and motivate players On and Off the field. As well as upholding and developing the established SURFC ethos.
 4. To work alongside the Sport Activities Coordinator & Cluster Officer:
 - To develop and assist in the delivery of personalised athlete performance support programmes and to maintain a comprehensive, indexed database of all work conducted with players and support players/coaches.
 - To oversee the University's existing players/coaches ensuring their commitment is effectively maintained and inductions, training, coaching programmes and performance management are adhered to.
 - Assist with the RFU Cluster Officer and being the point of contact for other key partners including the Student RFU and Hampshire County.
 5. To support appropriate player development in co-ordination with the local clubs in line with the Southampton University Official Partnership that is in place.
 6. To support and develop SURFC, particularly within the club committee members, through student leadership skills, effective communication and support of club administration.
 7. To assist SURFC with Southampton University Students union standard policies and procedures, and any additional administration associated with the ongoing development and successful running of the rugby union programme.
 8. To adopt, implement, manage and monitor a robust Health and Safety management system for all aspects of rugby union in line with the Health and Safety Policies of the University, SURFC, SUSU and the RFU safety guidelines.
 9. To carry out any other tasks or duties commensurate with the level of this post as Head Coach to maintain the good name and profile of rugby union at Southampton University.
 10. Support any rugby development activities that will help to engage and sustain the rugby at university.
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Role Specification

We have described below the range of experience, qualifications, knowledge, skills and attributes we are looking for. We will use this to manage our selection process and also to identify any training and development needs once in post.

KEY/QUALIFICATIONS/EXPERIENCE REQUIRED	ESSENTIAL	DESIRABLE
Level 2 Rugby Union Coach or equivalent	X	
Working towards Level 3 Rugby Union Coach		X
Educated to degree level in a relevant subject / or an equivalent combination of rugby experience and qualifications.		X
Further relevant qualifications e.g. Fitness Coaching Awards, S&C.		X
First Aid		X
Knowledge, Skills and Experience		
Proven track record in coaching rugby and gaining results particularly at senior level.	X	
An excellent knowledge, understanding and practical experience of developing rugby union coaching programmes.	X	
Experience of developing performance athletes in rugby union and managing and motivating a team or group of coaches.	X	
Motivational and mentoring skills (especially in the context of performance players).	X	
Knowledge of integrated performance sport support services and their application.	X	
An knowledge of the Rugby Football Union (RFU), the Student Rugby Football Union and BUCS and experience	X	
Flexible approach to work including working in the evenings	X	
Ability to train, motivate and manage people	X	
An understanding of video analysis delivery.		X
Ability to travel to all training sessions and 1st XV men's matches. Where appropriate to attend 2nd XV matches.	X	
Have a significant level of experience with University Rugby environments and Under 25 players.		X

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Our Values and Competencies

As an organisation, our values underpin our work and guide what we live by in order to achieve our mission:

Student Led
Empowering

Brave
Respected

We have defined how each of us live out our values through our Competency Framework, which specifies the behaviours which all of our people demonstrate in their roles in the Union. As well as being able to demonstrate the experience, knowledge and attributes required for the role, our people are required to demonstrate behaviours that contribute to the areas identified in the Framework Model below:

