



South West Division U20s **Honorary Head Coach & Coach (2 Roles)**

The South West U20 Delivery Team is seeking to appoint a **Head Coach and a Coach** to lead the coaching and planning of the coaching programme for the season. The coaches will be responsible for providing a positive and successful playing environment at divisional level and opportunities for players to progress from clubs, colleges & CBs to England Counties U20s level.

The responsibilities will include supporting the assessment & selection process, the playing & match preparation for the Divisional squad, attending coaches meetings, the end of season review meeting and completing player feedback & profiling forms.

Applicants should demonstrate experience of coaching at county representative level; commitment to and engagement with the RFU's Coaching Development Qualification structure and have an affinity with the community game.

The Head Coach should hold a minimum of the RFU Level 3 coaching qualification or its equivalent; the Coach should hold a minimum of the RFU Level 2 coaching qualification or its equivalent.

Applications in writing together with a Rugby CV should be sent to:

The Recruitment Officer, Rugby House, Rugby Road, Twickenham, TW1 1DS, or by email to recruitment@therfu.com **stating your preferred role** and whether you hold a **specialism in coaching forwards or backs**.

Closing date for applications is Friday 10th February 2012.
Interviews will be held on 20th February

For further information please contact:
Alan Hubbleday by email: alanhubbleday@rfu.com

The RFU operates a policy of equal opportunity. To help us monitor this, if applying by CV, please complete our monitoring form and attach it with your application. The form can be downloaded from our website rfu.com/careers. The information you provide will only be used for monitoring purposes.

www.rfu.com

HONORARY HEAD COACH, DIVISIONAL U20S XV

ROLE DESCRIPTION

REPORTS TO: Honorary Chairman/Team Manager, Divisional U20s Delivery Team

KEY RELATIONSHIPS: England Counties U20s Manager, Chairman of Selectors and Coaches;
Divisional Coach & Medical support staff; Divisional Chairman of Selectors; RFU CB U20s Chairmen of Selectors & Coaches and Coach & Player Development Officer

NATURE & SCOPE OF JOB:

The post-holder will lead the coaching team to plan an annual coaching programme that provides a positive and successful playing environment for players to progress from CBs to England levels. Provide high quality coaching to community rugby-based players to enable them to perform at their optimum level whilst enhancing the U20s County Championship and club rugby.

PRINCIPAL RESPONSIBILITIES:

1. Ensure the RFU's objectives for the England Counties U20s programme at Divisional level are achieved by leading the preparation of the team's coaching programme to develop the skills and understanding of the players.
2. Lead the coaching and manage the contribution of the coaching staff to ensure the players receive the highest quality coaching, preparation and feedback.
3. Work in conjunction with the Divisional Chairman/Team Manager & Divisional Chairman of Selectors to facilitate the selection of players from Constituent Bodies in an objective manner.
4. Evaluate all coaching sessions and games with the coaching team and players.
5. Provide constructive feedback to players to enable them to continue with their development beyond England.
6. Attend the meetings of the U20s Divisional Delivery Team.
7. Identify highly talented players who have the potential to move to England Counties U20s.
8. Participate in an annual review of performance and commit to a programme of development provided by the RFU.
9. Ensure that the coaching and playing squad present themselves as ambassadors for the Rugby Football Union and act within accordance of the Core Values of the sport.

KNOWLEDGE, SKILLS AND QUALITIES

- Hold a minimum of a RFU / UKCC Level 3 Coaching Qualification or its recognised equivalent.
- Demonstrates a track record of personal coach development.
- Articulates and delivers a clear playing and coaching philosophy that is in accordance with the objectives of the programme.
- Self motivated, committed and enthusiastic about coaching rugby union
- Has significant experience of coaching young adults at club, college and CB level.
- Is strongly biased towards a Player Centred in approach to coaching
- Creates an environment that balances player development with team performance.
- Is able to lead & manage people.
- Is able to articulate and deliver sound coaching processes relative to the programme.
- Has a sound understanding of the RFU performance pathway for players.
- Sets high standards of personal accountability, reliability and responsibility for the players and staff.

- Is able to work effectively with other members of the U20 Divisional Management Team.

ACCOUNTABILITIES:

- The post holder is accountable to the England Counties Divisional U20s Chairman/Team Manager for the successful delivery of the responsibilities as outlined above.
- The post holder will work closely with relevant RFU Coach & Player Development Officer, Divisional Chairmen of Selectors and coaches of the RFU's Constituent Bodies.
- The post-holder will receive appropriate travel expenses and the position will be held for term of 2 years (renewable) subject to annual review

HONORARY COACH, DIVISIONAL COUNTIES U20S XV

ROLE DESCRIPTION

REPORTS TO: Honorary Head Coach Divisional U20s Delivery Team

KEY RELATIONSHIPS: Divisional Team Manager; Divisional Chairman of Selectors; Divisional Medical support staff; CB U20s Chairmen of Selectors, Managers and Coaches; RFU Coach & Player Development Officer

NATURE & SCOPE OF JOB:

The post-holder will contribute provide to the planning and delivery of the coaching programme for the season to provide a positive and successful playing environment. Provide high quality coaching to community rugby-based players to enable them to perform at their optimum level whilst enhancing the U20s County Championship and club rugby.

PRINCIPAL RESPONSIBILITIES:

1. Ensure the RFU's objectives for the England Counties U20s programme at Divisional level are achieved by contributing to the preparation of the team's coaching programme to develop the skills and understanding of the players.
2. Ensure the players receive the highest quality coaching, preparation and feedback as directed by the Head Coach.
3. Work in conjunction with the Divisional Chairman/Team Manager, Head Coach and Chairman of Selectors to facilitate the selection of players from Constituent Bodies in an objective manner.
4. Evaluate all coaching sessions and games with the coaching team and players.
5. Provide constructive feedback to players to enable them to continue with their development beyond England.
6. Attend the meetings of the U20s Divisional Delivery Team.
7. Assist in the identification of highly talented players who have the potential to move to the England Counties U20s squad.
8. Participate in an annual review of performance and commit to a programme of development provided by the RFU.
9. Ensure that the coaching and playing squad present themselves as ambassadors for the Rugby Football Union and act within accordance of the Core Values of the sport.

KNOWLEDGE, SKILLS AND QUALITIES

- Hold a minimum of a RFU / UKCC Level 2 Coaching Qualification or its recognised equivalent.
- Demonstrates a track record of personal coach development and commitment to achieving the Level 3 Coaching Award in rugby Union.
- Articulates and delivers a clear playing and coaching philosophy that is in accordance with the objectives of the programme.
- Is able to work effectively under direction of the Head Coach
- Work effectively with other members of the U20s Divisional Management Team.
- Self motivated, committed and enthusiastic about coaching rugby union
- Has significant experience of coaching young adults at club, college and CB level.

- Is strongly biased towards a Player Centred in approach to coaching
- Support a playing an environment that balances player development with team performance.
- Is able to lead & manage people.
- Is able to articulate and deliver sound coaching processes relative to the programme.
- Has a sound understanding of the RFU performance pathway for players.
- Have high standards of personal accountability and responsibility for the players.

ACCOUNTABILITIES:

- The post holder is accountable to the Divisional U20s Head Coach for the successful delivery of the responsibilities as outlined above.
- The post holder will work closely with relevant RFU professional staff, Chairmen of Selectors and coaches of the RFU's Constituent Bodies.
- The post-holder will receive appropriate travel expenses and the position will be held for term of 2 years (renewable) subject to annual review