



# RATHKEALE COLLEGE

Wairarapa

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## **Job Description Rathkeale College 1<sup>st</sup> XV Rugby Coach**

### **Position Purpose:**

The Head Coach will take the lead role in coaching and management of the 1<sup>st</sup> XV Rugby team. The Head Coach is expected to support our school wide sporting culture underpinned by the values of Rathkeale College and will take overall responsibility for demonstrating leadership around the team's culture, technical and tactical development.

Our key focus is to deliver great rugby experiences by creating team environments where the players have fun, achieve their aspirations, there is a sense of belonging, and they feel safe. We are seeking a head coach to lead the 1st XV team, on and off the field, in a way that aligns to the school's values and sports vision. Our 1st XV play in the Central North Island competition, as well as playing annual traditional fixtures against schools from outside our region.

### **EXPECTATIONS:**

#### **Work Hours:**

To include but not strictly limited to:

- Weekdays during the school term and as required at the beginning and end of each school term.
- Saturdays and weekends/holidays as required for traditional games or tournaments.
- Prepared to be involved in a post season and preseason programme for the players.

#### **Person Specification**

##### **Communication/People Skills**

- Efficiently and promptly convey all communication to the Teacher-in-Charge of Rugby
- Easily establishes rapport with people from a wide variety of backgrounds.
- Effectively builds and maintains long term networks and relationships.

##### **Technical Skills, Knowledge and Experience**

- A strong background in rugby as a player or coach.
- Experience in managing young people and implementing programmes.

##### **Teamwork**

- Builds and maintains effective working relationships with management team and the school.
- A team leader with the ability to give clear direction to others.
- Shares information readily.

##### **Work Organisation**

- Self-motivated
- Excellent planner

- Able to report effectively both in written and oral form.
- Work effectively and efficiently without supervision.

#### **Communication:**

- All sports matters must be directed to the Head of Rugby in the first instance.

#### **Coaching**

- Maintain a thorough knowledge of the laws of the game.
- Build a positive, supportive and inclusive team environment that provides players enjoyment, success and challenge.
- Plan, manage and lead training sessions.
- Develop the technical, tactical and life skills of the players in the squad.
- Manage and maintain resources and equipment.
- Provide players with specific and meaningful feedback and feed forward with regard to individual performance.
- Ensure the health and safety of the players and provide and assist with the pastoral care of players.
- Provide and assist with the pastoral care of staff.
- Communicate with relevant staff regarding training plan (daily, weekly etc)
- Act as the first point of contact for the players for 'on-field' matters.
- Willingness to develop as a coach by attending workshops or seeking professional development opportunities.

#### **Selection**

- Liaise directly with the team manager to provide the names of the chosen squad to ensure all players are registered and available for selection.
- In the event of a match or tournament, be able to work with the Assistant Coaches to select a playing squad before each game.
- Work with the Manager and Assistance coaches to monitor and manage player's welfare.
- Encourage players and team officials to abide by the rules at all times and respect the Rathkeale College values and College Sport expectations.
- Understand the characteristics and needs of the players in the squad relative to their stage of development.
- Have a sound understanding of modern coaching and teaching principles with good knowledge of rugby – both technical and tactical.
- Understand the components of a training session and of competitions relevant to the athletes being coached.
- Appropriate and strong communication, management and coaching skills for the players being coached.
- A knowledge and ability to demonstrate different coaching styles, approaches and techniques.

#### **Planning and Reporting:**

- Make recommendations for improvement and success.
- Be part of post and preseason planning for the next season.
- Conduct one-on-one player reviews, highlighting ability, potential and recommending areas of development. Provide and implement a seasonal plan incorporating all aspects of the campaign to 1<sup>st</sup> XV staff, the Head of Rugby and Director of Sport.
- Work with management staff to decide on dates and venues for trainings.

**Important Administrative Matters:**

- Ensure all players are compliant regarding Uniforms and expectations.
- Playing fields are respected by both Coaches and students.
- In the case of a teacher, the school regards this as employment additional to existing teaching.
- Have regular meetings as a management team to review and looking forward.

**Deon van Deventer**  
**Head of Rugby**