

Job Description

Job Title: Head Coach (Forwards Coach)

Line Manager: Director of Rugby / Chief Operating Officer

Job Purpose

To develop and implement a coaching strategy for Nottingham Rugby that enables the players to fulfil their potential and delivers consistently high levels of performance to help the club achieve its sustainable target of being in the top half of the English Championship.

Skills and Experience:

- Extensive coaching experience within a professional rugby set up and a 'hands-on' approach to training with the ability to communicate technical knowledge to players to improve individual and team performance
- A clear understanding and knowledge of strength and conditioning, sports medicine, nutrition, physiotherapy etc.
- Highly developed analytical skills to address team and individual performance issues
- Experience in selection and team management with good communication skills with players, support coaches etc.
- Results driven – stays focused on owning and achieving objectives and targets
- An inspirational leader with good motivational skills and a strong sense of direction
- Extensive contacts throughout the rugby world with agents, players and domestic Directors of Rugby to recruit additional players to the squad capable of achieving promotion this season
- Experience in the management and direction of staff within the rugby playing department to foster a positive and supportive working environment
- Possesses a range of personal qualities such as: intelligence; work ethic; self belief; honesty and integrity; approachable and consistent
- An understanding of the importance of a close working relationship with the Director of Rugby / Chief Operating Officer to maximise commercial opportunities through player involvement and support
- Experience of operating within a tight budget in conjunction with the Director of Rugby / Chief Operating Officer

Key Responsibilities:

1. To demonstrate leadership and drive a culture that pursues high performance from players and support staff towards the target to be a sustainable top-half Championship team
2. To devise and implement the playing strategy in all areas of coaching and technical support by focusing on continuous improvement of the player(s) and the team
3. Management of rugby department staff
4. To be able to analyse the strength and weaknesses of individual players and the team and to devise strategies to address skills and technique deficiencies
5. To develop a game plan which is clear and concise and refined to optimise match day tactical skills
6. To recruit quality players and develop them
7. To stay abreast of trends and strategies in rugby union (and other codes) in terms of innovation and tactical astuteness
8. To manage all the resources through the major functions of: Planning, Organising, Leading and Controlling to develop an integrated strategy for the playing department as a whole
9. To demonstrate good time management for yourself, the players and the coaches to ensure the team operates at its peak of abilities at the appropriate times of the season
10. To develop and implement performance targets, to give objective feedback and to monitor progress
11. To organise the day to day working of the rugby department to utilise the resources available and to provide the framework for the delivery and achievement of targets and objectives
12. To be able to communicate clearly and be transparent, not just with players and support staff, but also across a broad spectrum of people including the Board, Director of Rugby / COO and administrative staff, supporters and the media
13. To be able to work under pressure and make decisions based on a mixture of analysis, experience and judgement.
14. To work with the COO in the development of commercial opportunities to attract revenue and increase the fan base including using the club's major source of talent...its players, when required
15. To support the Club's Community Development Programme in conjunction with the COO & Head of Community, to foster the 'clubs' spirit' at all times.
16. To operate within the agreed budget for the rugby department
17. Assist the COO with the management of player contracts

Accountability

The performance of the Head Coach will be measured in the following key areas:

1. To develop a sustainable squad capable of being competitive in the Greene King IPA Championship and consistently finishing in the top half of the table.
2. Not to be involved in a relegation battle
3. The recruitment and development of the squad across the season
4. To manage the rugby department within the agreed levels of budgeted expenditure
5. Exploitation of the commercial opportunities through the playing department and the support of the Club's Community Development Programme.
6. Management of the rugby department staff and their development

Person Specification

You should be able to demonstrate and provide evidence of as many of the key attributes and skills listed below.

1. Minimum of RFU Level 3 Coaching Award, with aspirations and ability to complete the RFU Level 4 within a 2-year period
2. Forwards specific coaching skills
3. An inspirational leader with a proven track record in coaching professional rugby players at the appropriate level and conveys a strong sense of direction
4. Credibility amongst players, coaches, supporters and the media as having expert knowledge, technical excellence and competition experience in professional rugby
5. Understands what is needed to be competitive in the top half of the Greene King IPA Championship and is capable of setting out the objectives and targets to achieve these goals
6. Has extensive contacts throughout the rugby world to recruit additional players into the squad as required, including loan players from premiership clubs
7. Results driven – never confuses effort with accomplishment
8. Is able to delegate effectively by providing clear expectations and creating a sense of ownership but ultimately retaining control of resources and responsibilities
9. Possesses high standards of professional integrity
10. Flexible in terms of work commitments
11. Is a team player, able to work closely with the playing squad whilst also being able to communicate well with the board