

CLUB
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CLUB XXXX , with the support of NLD RFU and its Age Grade Team, are looking for talented, energetic and experienced coaches to lead rugby coaching and promotional sessions in local schools and promote the transition of young players from schools into **CLUB XXXX** .

Club-Schools Link Coach Job Description

Job Title: Schools Links Coach for **CLUB XXXX**

Responsible to: **XXXXXXXX, JOB TITLE, CLUB XXXX**. Remuneration will be from the club **CLUB XXXX**.

1. Outline of Programme

CLUB XXXX are seeking to develop links with local **primary?/ secondary?** schools through programmes of non-contact rugby coaching sessions for **X number** age groups, run by an experienced rugby coach that end in rugby festivals. **Our initial plan** is for **X NUMBER** programmes of 5 sessions in 4 schools = 20 hours + delivering an after-school festival from 4 - 6pm = 3 hours including set up (23 hours per age group). The sessions will be for girls & boys in **Year X (UX)** and for **Year X (UX)**.

CLUB XXXX and the NLD Age Grade Team would recommend a minimum 50% girls' involvement in the programme. Where schools arrange PE for boys and girls separately, we will be happy for you to prioritise girls' rugby.

1. Outline of the Role

The applicant should be confident delivering non-contact rugby sessions to groups of approximately 30 children in different schools. In doing so they should uphold a high level of professionalism and demonstrate excellent coaching principles. Coaches should be able to demonstrate that they have a real passion for coaching rugby and the development of youth athletes. The successful applicant will need to demonstrate that they will also be able to cooperate easily and professionally with all school staff and must work collaboratively with our **CLUB XXXX** volunteers. The coach will also lead festivals and promotional activities at the club to promote children and parents to encourage them to join **CLUB XXXX**.

2. Key Tasks

- a. Deliver a **series / several series** of non-contact rugby sessions to groups of children in different schools according to a programme agreed with teachers and **CLUB XXXX**.
Programmes must stipulate that teachers accompany our coach in all sessions.
- b. Support the development of teachers' rugby coaching skills in each school to give them the confidence and skills to develop the game in their school.
- c. Work with our club volunteers and teachers to promote and manage non-contact rugby festivals for all the schools in the programme at **CLUB XXXX**. The coach should maximise the opportunity for encouraging the transition of children at the schools to **CLUB XXXX** or the most appropriate club for each child. There should be no 'hard sell' related to a particular club. Children and parents should feel free to choose the club that is best for them.
- d. Keep records of all sessions and communicate your progress monthly to the relevant officials at **CLUB XXXX**.

3. Remuneration

The Club Schools-Links coach will be paid at a session rate of **£XX (Rate appropriate for qualifications and experience)**. Sessions will include school activity and festivals and promotional activity. The club will also reimburse related travel expenses (rate negotiable with the club) and administration time.

Key Performance Indicators (KPIs) and responsibilities for Club-Schools Link Programme stakeholders

COACH / PROVIDER NAME

1. Delivery of the required number of school coaching sessions in **X** schools for **Year X (UX)** and **Year X (UX)** girls and boys, followed by a festival for each year group. The festivals should include at least one team from each school at the host club (at least 50% of the players to be girls).
2. Positive approval rating from schools in a post-programme survey, including questions relating coaching delivery, safeguarding and TREDs as well as questions to be answered by children. **COACH** to forward email and phone contacts for school staff who will manage the questionnaires.
3. Positive approval from **CLUB** in a post-programme survey.

CLUB

1. Efficiently and responsibly fulfil their role as employers of the appointed Schools-Links Coach.
2. Provision of host support and related costs for a club-based festival for each of the **X NUMBER** age groups (this will include food and possibly transport).
3. **UX, UX and UX age group** coaches for girls and boys club teams attending the festival or supporting the work in the schools.
4. Provision of post programme support to promote the recruitment of players into **UX, UX and UX age group** boys and girls club teams. This could include a non-contact playing and coaching programme run during the school holidays. It could also include vouchers or introductory membership rates for new recruits or 'bring your friend' vouchers for players who introduce new players who eventually sign up for the club.
5. Provision of plans and service agreements across relevant age groups to ensure there is a strong welcome and targeted coaching to integrate new players into the club
6. Target 10% of players at the club festivals recruited to boys' and girls' teams.
7. Provision of follow-up activity to further develop regular and sustained club links with schools.

NLDRFU Age Grade Team

1. Support for **COACH** and **CLUB**, including school visits where needed and attendance at festivals, plus a review meeting at the end of the programmes.
2. Production of school and club questionnaires for reviewing the project.
3. 10% of players at the club festival recruited to the host club.
4. Club developing sustained and regular links with their local schools.
5. If the programme is successful, NLD Age Grade Team will look at repeating the funding for the 2025/26 season.

Club-Schools Link Coach Person Specification

1. Skills and Education

- a. It is expected that coaches will have or be working towards an England Rugby Coaching Award (ERCA), or equivalent.
- b. The coach must have a current RFU DBS clearance certificate. This certificate should be always carried by the coach when they are at schools or working with children.
- c. On application, coaches will be required to provide two rugby or sports coaching related references, one of which must relate to coaching or teaching children.
- d. The coach should be able to demonstrate experience of working with children and communicating appropriately and clearly with parents and other coaches or teaching staff.
- e. Teaching or school coaching experience is desirable but not essential.
- f. Coaches will be expected to have shown commitment to their personal and professional development already. (Evidence of this commitment is highly desirable).
- g. The coach understands Player Centred Coaching and adapting coaching style to meet the learning style of the participant. (Evidence of this is highly desirable).
- h. Awareness of physical and psychological development of young people
- i. The coach should be able to transport themselves to and between schools and the club. Travel expenses will be negotiable with the club..

2. Qualities and Attributes

- a. Able to connect with children through an appropriate style of communications, dress, style and image.
- b. Open to being part of collaborative, effective and productive working relationships.
- c. Is committed to personal improvement and to working as part of a team.
- d. Can show self-motivation, initiative, tenacity and resilience.
- e. Adapts quickly and with enthusiasm to changes and adapts work effort appropriately.
- f. Has a willingness and ability to uphold the core rugby values of TREDS throughout their engagement with young people and adults, understanding particularly the importance of Enjoyment and Respect.
TREDS = Teamwork, Respect, Enjoyment, Discipline, Sportsmanship.