



## HEAD COACH RUGBY

### ROLE PURPOSE

Inspired by the highest ideals of collaboration, cooperation, integrity and teamwork, a sports coach is an integral member of the Knox Sports and Aquatics Academy (KSAA). The role will report directly to the Director of Rugby to build on the performance of the Rugby program across all age groups in K – 12.

### ROLE RESPONSIBILITY

Working with the Director of Rugby, the Head Coach will work towards creating an engaging, positive, and progressive program and learning environment in which all students of all ability and learning styles will benefit. The Head Coach in conjunction with the Head of Athletic Development and the Strength and Conditioning coaches will also be responsible for the development and implementation of the Strength and Conditioning program. This role will also include assisting the Director of Rugby with a number of administrative duties to ensure the smooth operation of the rugby program and adherence with school policies.

The Head Coach will have a coaching style that promotes student inquiry and active engagement in the learning process with a strong focus on achieving positive learning experiences and outcomes for all students. The Head Coach will also encourage students to develop as independent learners.

The Head Coach will be responsible for the ongoing development of all other rugby coaches.

This role will be fully involved in school life potentially including, but not limited to, other KSAA activities, Housemaster role, mentoring and supervising groups at sports camps or outdoor education camps.

### ROLE ACCOUNTABILITY

#### Coaching Program

- In collaboration with the Director of Rugby, plan and implement a coaching program for K – 12 to achieve short term and long-term outcomes.
- Monitor and mentor rugby coaches from K – 12 and ensure the implementation of the rugby program and completion of administrative roles including team selection, dissemination of information to players, attendance, completion of injury reports and follow up.

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- Work collaboratively with the Director of Rugby and the Staff Services personnel to induct and develop coaching staff.
  - Work collaboratively with the Director of Rugby to create and prepare a coaching manual and coaching resources.
  - Develop and implement an ongoing coach education program throughout the school K – 12.
  - Monitor and evaluate training and coaching across all training venues K – 12.
  - Coach across all age groups K – 12 providing direction with coaching, specialist technical coaching and coaching assistance.
  - Provide specialist technical coaching and coaching assistance within the elite teams program, 1st XV, 2nd XV and 16A teams.
  - Work collaboratively with the Director of Rugby with the ordering and maintenance of training gear and equipment.
  - In conjunction with the Director of Rugby, plan an appropriate holiday program including tours and camps. Oversee the holiday camp program and fulfil a coaching role on tours.
  - Complete a post season review of the program.

### Skills Development

- Provide guidance, assistance and support for coaches K – 12 in the selection of teams.
- Facilitate the skill development of players with a range of skill levels to achieve performance outcomes.
- Provide guidance, assistance and support for coaches with the planning and preparation of teams K – 12 for competition.
- Mentor coaches and ensure that they understand and implement the Knox style of rugby.
- Oversee the Summer Rugby program to ensure the year round development of elite players.

### Strength and Conditioning

- In collaboration with the Head of Athletic Development, ensure the development and implementation of a comprehensive strength and conditioning program for players in the rugby program.

### Application of School Sporting Policies & Guidelines

- Support and adhere to the School's uniform policy for students and coaches.
- Work with coaching staff on matters related to the safe and efficient conduct of the program.
- Organize and facilitate rugby program activities including coaches meetings, training sessions and games.
- Liaise with the Director of Rugby to report on student performance, game results and other issues as required.

### Student Care

- Model exemplary behaviour reflective of the values and ethos of the School.
- Develop an effective working relationship and rapport with students and parents.
- Mentor identified students – time management, leadership, communication etc.

### Student Focus

- A coaching style that promotes student inquiry and active engagement in the learning process.
  - A strong focus on achieving positive learning experiences and outcomes for students, encouraging students to take opportunities to learn independently.
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- Demonstrated ability to care for students in a sensitive and professional manner.

### Professionalism

- Ability to articulate and generate enthusiasm for learning.
- The presentation of a professional, dedicated and inclusive attitude and demeanour at all times.
- Capacity to operate as a collaborative and team orientated person in a professional work environment.
- Ability to work unsupervised.

### Skills and Qualifications required

- Level 2 Coaching Accreditation or above.
- Qualifications or significant experience coaching Rugby.
- Ability to establish effective relationships with students, colleagues, parents and the wider Rugby community.
- Experience leading, managing and developing a group of coaches.
- Exceptional communication and interpersonal skills.
- Exceptional organisational skills.
- First Aid and CPR Certificate.
- Current NSW Working with Children Check.
- NSW Drivers Licence.

## WORK HEALTH AND SAFETY

- Actively support and contribute to the maintenance and development of a safe working environment.
- To report incidents and accidents to the appropriate staff as soon as possible.
- Ensure the maintenance of equipment to the required and appropriate standard of use.
- To report all maintenance issues to the appropriate staff as soon as possible.

## LENGTH OF TENURE & APPRAISAL

This proposal will require the Head Coach Rugby to be appointed on a permanent full-time basis and will be expected to undergo processes of Performance Appraisal at regular intervals.