

## Job Description

### Performance Coach Manager



JOB DESCRIPTION	
<b>Job Title</b>	Performance Coach Manager
<b>Salary</b>	Band 1 - Competitive
<b>Location</b>	WRU Centre of Excellence, Hensol
<b>Hours of work</b>	Monday – Friday 9am – 5pm The nature of this role will require the candidate to work flexibly. This will include extended hours, evenings and weekends as required and time spent working overseas.
<b>Responsible to</b>	Head of Rugby Performance
<b>Responsible for</b>	Elite Coach Development: <ul style="list-style-type: none"> <li>• National 7's Coaches</li> <li>• National Age Grade Coaches</li> <li>• LV Coaches</li> <li>• B and I Coaches</li> <li>• Premiership Coaches</li> <li>• National &amp; Regional Women's Coaches</li> <li>• Level 3 Coaches working toward Level 4</li> <li>• Level 4 Coaches</li> </ul>
<b>Contractual Status</b>	<ul style="list-style-type: none"> <li>• Permanent, Full Time</li> <li>• Subject to 6 month probationary period</li> </ul>
<b>Role Summary</b>	The Performance Coach Manager will lead the establishment, development and delivery of an performance coach development framework which will enhance the pathway for top class coaches. The successful candidate will also work closely with all associated with the player pathway in order to ensure that the Rugby Department achieves its high performance goals for the game in Wales.
<b>Key Relationships</b>	<ul style="list-style-type: none"> <li>• Head of Rugby Performance</li> <li>• National Age Grade Performance Manager</li> <li>• International Pathway Teams (IPT's)</li> <li>• Regional Coaches</li> <li>• Premiership Coaches</li> <li>• Coach Development Manager</li> <li>• Academy Managers</li> </ul>
<b>Key Responsibilities, Tasks and Activities</b>	<ul style="list-style-type: none"> <li>• Develop the WRU Coach Development strategy in order to establish, implement and manage the delivery of an excellent coach development programme for the following coaches: National 7's Coaches National Age Grade Coaches LV Coaches B and I Coaches</li> </ul>

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	<p>Premiership Coaches National &amp; Regional Women's Coaches Level 3 Coaches working toward Level 4 Level 4 Coaches</p> <ul style="list-style-type: none"> <li>• Implement a system that enables the WRU to further identify, mentor and develop excellent coaches within the WRU coaching pathway.</li> <li>• Assist in the establishment and fostering of key strategic partnerships that aid and support excellent coach development within the WRU.</li> <li>• Develop a system of constant interaction and CPD for coaches to aspire to Regional and National level.</li> <li>• Establish, drive, lead and deliver the WRU "Level 4" Course</li> <li>• Support the Coach Development Manager on all coaching qualifications within the WRU (Levels 1, 2 and 3) to ensure alignment between the levels and systems.</li> <li>• Support the "Head of Rugby Performance" in talent spotting for future performance coaches.</li> <li>• Through the vehicle of the Professional Player Development Programme to assist with the transition of International players who are nearing the end of their career into the performance coaching system.</li> <li>• As part of a team ensure the effective and consistent sharing of best practice is delivered to the broader structure of the game in Wales</li> <li>• Carry out duties to help support the WRU/PS mission statement in line with the WRU Group values</li> </ul>
<b>Continued Professional Development</b>	<ul style="list-style-type: none"> <li>• The WRU are committed to providing CPD for the successful candidate. We expect the successful candidate to undertake available training courses and research to enhance personal knowledge, skills and experience.</li> </ul>

<b>PERSON SPECIFICATION</b>	
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Minimum 3 years experience within an elite coach or education environment.</li> <li>• Understanding of systems and structures within high performance environment</li> <li>• Understanding and awareness of high performance programmes and environments</li> <li>• Experience in setting clear goals, targets, measures and implementing action plans</li> <li>• Strong interpersonal skills and relationship management</li> </ul>
<b>Skills &amp; Qualifications</b>	<ul style="list-style-type: none"> <li>• UKCC Level 4 coaching award or equivalent in other performance sports or organisations.</li> <li>• Management and / or relevant higher education qualification</li> <li>• Strong personal skills and relationship management</li> <li>• Excellent IT Skills, specifically Microsoft Word, Excel &amp; PowerPoint</li> <li>• Excellent written and verbal communication skills are essential</li> </ul>
<b>WRU Group Values</b>	<ul style="list-style-type: none"> <li>• Excellence</li> <li>• Integrity</li> </ul>

PERSON SPECIFICATION	
	<ul style="list-style-type: none"> <li>• Success</li> <li>• Courage</li> <li>• Family</li> <li>• Humour</li> </ul> <p>A copy of the WRU Group Values Document is available upon appointment to the role</p>
<b>Other</b>	<ul style="list-style-type: none"> <li>• Valid UK driving licence is required</li> <li>• This role is subject to an enhanced DBS disclosure check</li> <li>• An understanding and commitment to equal opportunities in employment and sport</li> <li>• All employees must work in accordance with the Sustainable Development polices of the group</li> <li>• An understanding of individual responsibility in complying with the Health and Safety policies and arrangements</li> </ul>

Acknowledgement		
<b>Employee Signature:</b>	<b>Name:</b>	<b>Date:</b>
<b>Line Manager Signature:</b>	<b>Name:</b>	<b>Date:</b>

**The job description is subject to change pending review by the role holder and their line manager.**