

Gloucestershire County (GRFU) in association with the Rugby Football Union are looking for coaches to staff the CB Girls Programmes; including U12s and U14s Festivals and Events, U16s England Rugby Performance Development Programme (PDG) and the U18s County Programme .

Job Description

Job Title: Gloucestershire Girls Programmes Skills Development Coach
Responsible to: Gloucestershire Girls Programmes Lead Coach

Outline of Programmes

In support of RWC25 and growth targets Gloucestershire will support a number of programmes including Love Rugby Festivals, Pitch Up and Plays, Development Programmes, the U16 England Rugby Performance Development Programme and U18s County Representation. Gloucestershire is committed to providing a high quality, player development experience, which encourages lifelong participation in the game and enables those with the greatest potential to be clearly identified.

Outline of the Role

The applicant should be able to demonstrate that they have a real passion for coaching and the development of youth athletes. The successful applicant will be working as part of a strong coaching team and must be willing to work collaboratively to achieve the outcomes of the programmes.

Key Tasks

- To work with the Lead Coach, and as a part of the wider CB coaching team, design and deliver content and structure of the training sessions and other events in order to develop the players involved in line with the programme objectives.
- To attend periodic assessment days to benchmark young players and invite those with potential to attend the Gloucestershire Programmes.
- To deliver coaching sessions for players in line with the agreed calendar.
- Provide individualised practice plans for players.
- Provide individualised feedback to players to support their on-going development.
- A willingness to help develop support coaches assisting the programme.
- To commit to on-going personal development and training to ensure that delivery practices, skills and knowledge are as up to date as possible.

The Criminal Records Bureau enhance disclosure process applies to this post.

Person Specification

Skills and Education

- It is expected that coaches will have achieved, as a minimum, ERCA, or equivalent and a current RFU DBS check.
- Coaches will be expected to have shown significant commitment to their personal and professional development. (Evidence of this commitment is highly desirable). Working towards or have achieved Level2 ERCA Coaching Award.
- Has an understanding of Player Centred Coaching and can adapt coaching style to meet the learning style of the participant. (Evidence of this is highly desirable).
- Has knowledge of physical and psychological development of young people and can work with specialists to develop appropriate development plans for maturing players.
- Has Technical and Tactical knowledge of positions and can develop appropriate development plans..
- Has Strength and Conditioning knowledge and experience of developing appropriate plans for performance pathway (or an interest in developing this skill).
- Has Experience of providing player specific feedback, both immediate and over the course of the programme (or an interest in developing this skill).
- Able to converse with the players, parents and coaches to assist players with self-reflection and setting of appropriate development goals.

Qualities and Attributes

- Adapts quickly and with enthusiasm to changes, and adapts work effort appropriately.
- Can show evidence of a creative and innovative approach to coaching.
- Able to connect with young people through an appropriate style of communications, dress, style and image.
- Continues commitment to improvement; personal as well as for the programme.
- Is committed to team working and to working towards the objectives of the programmes.

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- Challenges appropriately, and in a positive manner, the behaviour that does not support an open and honest team working approach.
- Ability to look ahead to develop and maintain clear outcome based plans for achieving objectives. This involves reviewing progress, learning from experience and implementing continuous improvement solutions.
- Ability to self-generate and maintain high levels of motivation; display initiative, tenacity and resilience and to work independently as well as part of a team.