

# 1<sup>st</sup> Grade Head Coach – RANDWICK DRUFC 2023

<b>Job title:</b>	<b>1<sup>st</sup> Grade Head Coach</b>
<b>Reporting to:</b>	<b>General Manager &amp; Club Coach</b>
<b>Hours:</b>	<b>Fulltime /Fixed Term Contract.</b>
<b>Location:</b>	<b>Crowne Plaza Coogee (Office) and Latham Park (Training)</b>

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## Purpose of the position

The 1<sup>st</sup> Grade Head Coach at Randwick Rugby is responsible for coaching, recruitment, skill development and management of our top squad players and relevant support staff, with the primary objective of winning the Shute Shield in the premier Sydney Rugby Union competition. Working closely in conjunction with our Club Coach and General Manager the key actions of this role are as follows:

- To plan and implement the club's 1<sup>st</sup> Grade & Top Squad program to ensure there is a coordinated approach to player recruitment & retention, coaching, athletic performance and rugby development which benefits all levels of the Club.
- Be the 1st Grade Head Coach and embrace all that it entails at a famous club like Randwick.
- Ensure there is a strong emphasis on developing and implementing a Randwick style of play that is understood and embraced consistently across the entire club from 1<sup>st</sup> Grade down to our Junior Academy and Village Clubs.
- Develop, drive and grow a winning Top Squad rugby culture which inspires our players to succeed.

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## Responsibilities

- **Responsibility 1** - Develop and implement strategies and a cohesive plan for our 1<sup>st</sup> Grade and Top Squad rugby program to be successful.
- **Responsibility 2** - Manage and work collaboratively with all players, the support team and broader club staff in executing the 1<sup>st</sup> Grade program.
- **Responsibility 3** - Develop a 1<sup>st</sup> Grade coaching/resourcing structure in association with key stakeholders.
- **Responsibility 4** - Work collaboratively with the Club Coach, lower grade coaches and GM to ensure implementation and clear communication of club policies e.g., selection, medical etc
- **Responsibility 5** – Be responsible for talent identification, recruitment and retention decisions for the club in consultation with the Club Coach.

## 2023 1<sup>st</sup> Grade Head Coach - Key Responsibilities:

Planning and priority setting:	Rugby program and resource development:	Coaching	Recruitment:	Administration
<ul style="list-style-type: none"> <li>✓ With the Club Coach develop the 1<sup>st</sup> Grade &amp; Top Squad strategy and plan that combines rugby performance, player &amp; staff development outcomes.</li> <li>✓ Identify resources and skills required to deliver the plan in the 1<sup>st</sup> Grade program and more broadly across the club.</li> <li>✓ Implement &amp; maintain the high-performance plan and outcomes.</li> <li>✓ Be involved in overall season planning process for the entire club.</li> <li>✓ Provide progression plan for Colts players transitioning into Grade program to ensure they are capable and ready.</li> <li>✓ Build and maintain relationships across the entire club including our junior programs and clubs</li> </ul>	<ul style="list-style-type: none"> <li>✓ Develop and implement a consistent style of play throughout all levels of the club – grade and colts.</li> <li>✓ Ensure all training sessions are pre-planned &amp; objectives/ outcomes well communicated to players and support staff.</li> <li>✓ Set performance indicators for assistant coaches and provide regular feedback.</li> <li>✓ Preside on the selection committee for each grade team, based on approved selection policy. Provide clear and honest feedback to impacted players.</li> <li>✓ Manage with club S&amp;C to ensure peak physical performance is reached, loads managed and gym usage is maximised etc.</li> <li>✓ Manage with club medical team player injuries, rehab protocols and return to play timelines.</li> <li>✓ Use all technology available to review performance and plan for upcoming matches.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Head Coach of our 1<sup>st</sup> Grade Shute Shield team.</li> <li>✓ Work closely with 2<sup>nd</sup> Grade team and any other talented players identified to build a positive Top Squad culture.</li> <li>✓ Attend all training sessions and matches. Watch lower grade games and be visible to those players.</li> <li>✓ Ensure all match day protocols and logistics are well planned and executed.</li> <li>✓ Provide detailed feedback to players on performance and work-on areas.</li> <li>✓ Design individual performance plans for key players with relevant development needs.</li> <li>✓ Be available to provide some support to our Women, Junior Academy/ Junior &amp; pathway programs</li> <li>✓ Set behavioural standards for both staff and players and ensure they are met.</li> </ul>	<ul style="list-style-type: none"> <li>✓ To identify key gaps in the 1<sup>st</sup> Grade squad and then recruit accordingly.</li> <li>✓ Outline a three-year recruitment framework for the top squad based on Grade player development and Colts progression.</li> <li>✓ Manage spend to budget for Grade recruitment.</li> <li>✓ Assist the Colts Manager to recruit high profile targets and in key positions.</li> <li>✓ Develop a network of rugby contacts to assist the club with recruitment efforts i.e., former players, managers, rural, overseas, other clubs and Super /RA staff.</li> <li>✓ Ensure we have presence at junior rep &amp; school carnivals and with all key schools in our area.</li> <li>✓ Ensure players brought into the club settle in well on and off the field – the pastoral care responsibility.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Ability to communicate clearly, both written &amp; verbally to the Club Coach, GM, Board and other stakeholders on all aspects of our 1<sup>st</sup> Grade Program.</li> <li>✓ Attend all weekly staff and rugby program planning meetings.</li> <li>✓ Attend board meetings as required across the year.</li> <li>✓ Ensure all rugby related administrative tasks are completed, club policies followed &amp; deadlines met.</li> <li>✓ Provide any assistance required in a small fulltime team to operate the club.</li> <li>✓ Attend all club events, lunches &amp; any sponsor engagements as required.</li> <li>✓ Provide match reports, previews &amp; messages for club communications and be available for any media obligations as required.</li> </ul>