

Club Coach - RDRUFC 2020

Job title:	Club Coach
Reporting to:	General Manager
Hours:	Part Time/Fixed Term Contract. 2 Days + per week over flexible hours.
Location:	Coogee Oval, Latham Park and various.

Purpose of the position

In association with the General Manager and where appropriate the First Grade Head Coach:

- Plan and implement the club's rugby program to ensure there is a coordinated approach to player recruitment & retention, coaching, athletic performance and rugby development throughout all levels of the Club.
- To develop our coaches and ensure they have the appropriate accreditation levels and training opportunities.
- 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 1st Grade down to our Junior Academy and Village Clubs.
- Source and recommend for Board approval all staff appointments across the football program – coaches, managers and S&C.
- Regularly plan, review and implement the club's player/coach recruitment and retention program.
- Develop, drive and grow an overall club football culture instead of a team & individual centric environment.

Responsibilities

- **Responsibility 1** – Develop/implement strategies and priorities for our entire rugby program in association with the GM and Colts Coordinator.
- **Responsibility 2** – Coordinate and implement overall club coaching, training, selection and medical policies. Ensure they are clearly communicated to and followed by Grade Coaches and the Colts Coordinator in the relevant timeline required for each activity.
- **Responsibility 3** – Recruit and agree on coaching/football staffing structure in association with the General Manager and Colts Coordinator. All coaching positions will need to be nominated and approved by the Board.
- **Responsibility 4** – Ensure there is a structured high-performance environment in place for our 1st Grade team and coaches to be successful.
- **Responsibility 5** – Be a coaching resource for all grade teams at training and on match day if and when required.
- **Responsibility 6** – Be responsible for all talent identification, recruitment and retention decisions for the club in consultation with the 1st Grade Coach and Colts Director. Establish list management and recruitment policies for both grade and colts' programs.

2020 Club Coach Key Responsibilities:

Planning and priority setting:	Rugby program and resource development:	Coaching Resource	Recruitment:	Club wide administration
<ul style="list-style-type: none"> ✓ In conjunction with the General Manager: ✓ Develop an overall club strategy that combines rugby performance, player development and strategic pathways across junior clubs, our district academy, colts and senior teams. ✓ Identify and recommend the coaching resources necessary to implement strategic goals ✓ Implement & monitor high performance plan and outcomes. ✓ Work with Colts Director and S&C to target Colts key physical development to ensure they are "Grade Ready" when they graduate from Colts program. 	<ul style="list-style-type: none"> ✓ In conjunction with: 1st Grade Coach and Colts Director ✓ Discuss, develop and implement a Randwick style of play throughout all levels of the club – colts and seniors. ✓ Recruit all key coaching roles ✓ Plan, implement and execute training plans pre-season and in-season across all teams ✓ Set performance indicators and provide regular feedback on performance. ✓ Preside as Chairman of the selection committee for each grade team, based on approved selection policy ✓ Facilitate goal setting and player development through individual player profiles and revisit during the season. ✓ Provide progression plan for Colts players transitioning into Grade program. 	<ul style="list-style-type: none"> ✓ In conjunction with: Grade Coaches and Colts Director ✓ Run coach education seminars for coaching staff pre-season and in-season. ✓ Provide support and guidance to the First Grade Coach. ✓ Be a coaching resource available for all 7 teams with particular emphasis on 3rd/4th Grade and Colts program. ✓ Be available for video review/ 1 on 1 skills sessions for selected players. ✓ Provide game reviews for teams to head coaches based on match day footage. ✓ Ensure club provided data resources are used e.g. Hudl/ Baseline. ✓ Be a coaching resource for Academy/ Junior Clubs when required 	<ul style="list-style-type: none"> • In conjunction with 1st Grade Coach & Colts Director: ✓ Work with 1st Grade coach to identify key gaps in the squad and recruit accordingly ✓ Outline a three-year recruitment framework for the top squad based on player development and Colts progression ✓ Development a network of rugby contacts to assist the club with recruitment efforts i.e. former players, managers, overseas contacts, SR/RA staff etc ✓ Review player performances regularly to assist in retention and development, and helping to identify recruitment needs. ✓ Ensure we have presence at junior rep & school carnivals etc. 	<ul style="list-style-type: none"> • In conjunction with the General Manager ✓ On an annual basis prepare and present to the board a written review of rugby performance across all senior grades including player and coaching resources at year end. ✓ When requested attend board meetings and advise on the implementation and performance of the overall club rugby program and strategic policies ✓ Establish a senior leadership group to manage behaviour standards across Colts and Grade in conjunction with the General Manager and Colts Director ✓ Ensure any coach or player issues are quickly identified, addressed and communicated to key stakeholders.

Signature _____ Date _____

Final. 9/11/19