

APRIL/2026

# RECRUITMENT PACK



Will Trewin - Player



## HEAD OF ACADEMY

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Matt Kvesick - Player



# LIFE AT SIXWAYS

# → OUR CULTURE

Our culture is built on the belief that great things happen when people work together. Whether you're on the pitch, behind the bar, in the offices, or out in the community, you're part of a team that's committed to excellence, proud of its roots, and united by a shared purpose.

At Sixways, we keep things simple: be your best, support each other, and take pride in what we do. We're a club, a venue, an employer, and a community hub. Every person here plays a part in making this a place people want to be.

Our culture is lived through everyday actions. We focus on the details, creating smooth, memorable experiences and resolving challenges before they're noticed. We build meaningful connections through our rugby programmes, the guests, clients and partners we welcome to both our venue and events, and the wider community we engage with.

We aim to be a place where people feel supported, respected, and have the opportunity to grow reflecting our ambition to be an Employer of Choice.

**Most of all, our culture is something we build together, every single day.**



The background features a collage of Worcester Warriors branding. It includes the team's logo, which consists of a stylized 'W' with a bird-like shape inside, surrounded by the text 'WORCESTER WARRIORS'. There are also checkered patterns in blue and gold, and various other text elements like 'WORCESTER WARRIORS' and 'WORCE WARR' scattered across the scene.

**#WWEBUILD  
TOGETHER**

# OUR SUPPORT

When you join the team, you can expect a workplace that takes support seriously. We make sure you have clear guidance, a safe environment, and a team around you that's easy to work with and ready to help when needed.

Managers check in regularly, communication is open, and you'll always know where to go if you need advice or resources. We also offer genuine opportunities to build skills and develop your career.

Our aim is simple: to create a space where individuals perform at their best, people feel respected and everyone has the support they need to succeed.



# RESPECT

Valuing every person and perspective

# TEAMWORK

Supporting each other and succeeding together

## OUR KEY PRINCIPLES

We work by a simple set of principles that guide everything we do:

# COMMUNITY

A vibrant community hub that has impact beyond the pitch

# EXCELLENCE

Doing our best and paying attention to the details that matter



**EVERY ROLE MATTERS.**  
**EVERY DAY COUNTS.**  
**TOGETHER WE SUCCEEDED.**

# OUR PROMISE

We can't promise every day will be easy, but we can promise this:  
you'll never have to face it alone.

At Sixways we look out for each other, we learn together, and we grow stronger together. Whether it's on the pitch, at an event, or in the office, our strength comes from how we work as **one team**.



# JOB DESCRIPTION

# KEY INFORMATION



## Job Title

Head of Academy



## Department/Team

Rugby Performance & Player Pathway



## Location

Sixways Stadium with regional travel required



## Salary

Competitive (Dependent on Experience)



## Hours

37.5 hours each week - Evenings, weekends, fixtures, camps, and regional travel required



## Duration

Permanent



# ABOUT THE ROLE

The Head of Academy will lead the strategic rebuild and long-term development of the Worcester Warriors player pathway, creating a sustainable system that identifies, develops, and transitions the best young talent from the region into professional rugby.

This role is central to the Club's ambition to re-establish Worcester as one of England's leading producer academies.

The postholder will create a high-performance environment that reflects the club's values of ambition, resilience, community connection, player-first development, and sustainable excellence.

# MAIN DUTIES

## Academy Rebuild & Strategy

- Design and implement Worcester Warriors Academy vision from U15 to Senior squad
- Build a clear "Worcestershire talent to Warriors First team" progression model
- Align Academy philosophy with Senior team playing identity
- Establish measurable KPIs around player progression and pathway success
- Lead Academy governance in line with Champ Rugby and future Prem Rugby standards
- Support the Club's long-term ambition to return to top-flight rugby

## Talent ID & Regional Recruitment

- Rebuild the Worcester Warriors talent network across the identified areas
- Develop strong relationships with schools, colleges, Universities, grassroots clubs and County pathway programmes
- Create robust player tracking, scouting, and succession systems
- Ensure Worcester regains 'first choice' status for regional talent
- Manage parent/child/rugby relationships to ensure all elements of the journey are clearly communicated and buy in gained

## Player Development

- Oversee all Individual Development Plans (IDPs)
- Manage integrated coaching across technical, tactical, athletic development, medical, nutrition, psychology and lifestyle
- Build strong transition support from U18 into senior Champ Rugby environment
- Create opportunities through senior training integration, dual registration, BUCS partnerships, local loan clubs, second XV fixtures



# MAIN DUTIES

British American Football Finals  
Day 2024



## Community & Club Identity

- Reconnect the Academy pathway with Worcester's historic rugby community
- Create visible academy presence on matchdays
- Strengthen fan connection to homegrown players
- Ensure pathway reflects local identity and club heritage
- Academy staffing stability
- Budget delivery
- Long-term player pathway strategy



## Staff Leadership

- Lead Academy coaches and pathway staff
- Manage coach development and CPD frameworks
- Lead multidisciplinary collaboration between, rugby coaches, S&C, physio, medical, analysis, education/player care
- Build a 'One Club' culture linking Academy to First Team



# PERSON SPECIFICATION

## ESSENTIAL

- Experience and knowledge in Elite Rugby Academy leadership
- Strong knowledge of English pathway structures
- Ability to build or rebuild development systems
- Excellent regional stakeholder management
- Ability to manage working relationships with schools, clubs, parents, players, and internal stakeholders
- Experience in multidisciplinary performance environments
- Strong safeguarding and welfare standards
- High-level strategic planning capability
- Driving licence and willingness to travel

## DESIRABLE

- Previous Prem Rugby or Champ Rugby Academy
- Existing rugby network
- RFU pathway knowledge
- Experience in Club rebuild or transition environments

# YOUR APPLICATION

# KEY DATES



## Closing Date

8th May 2026



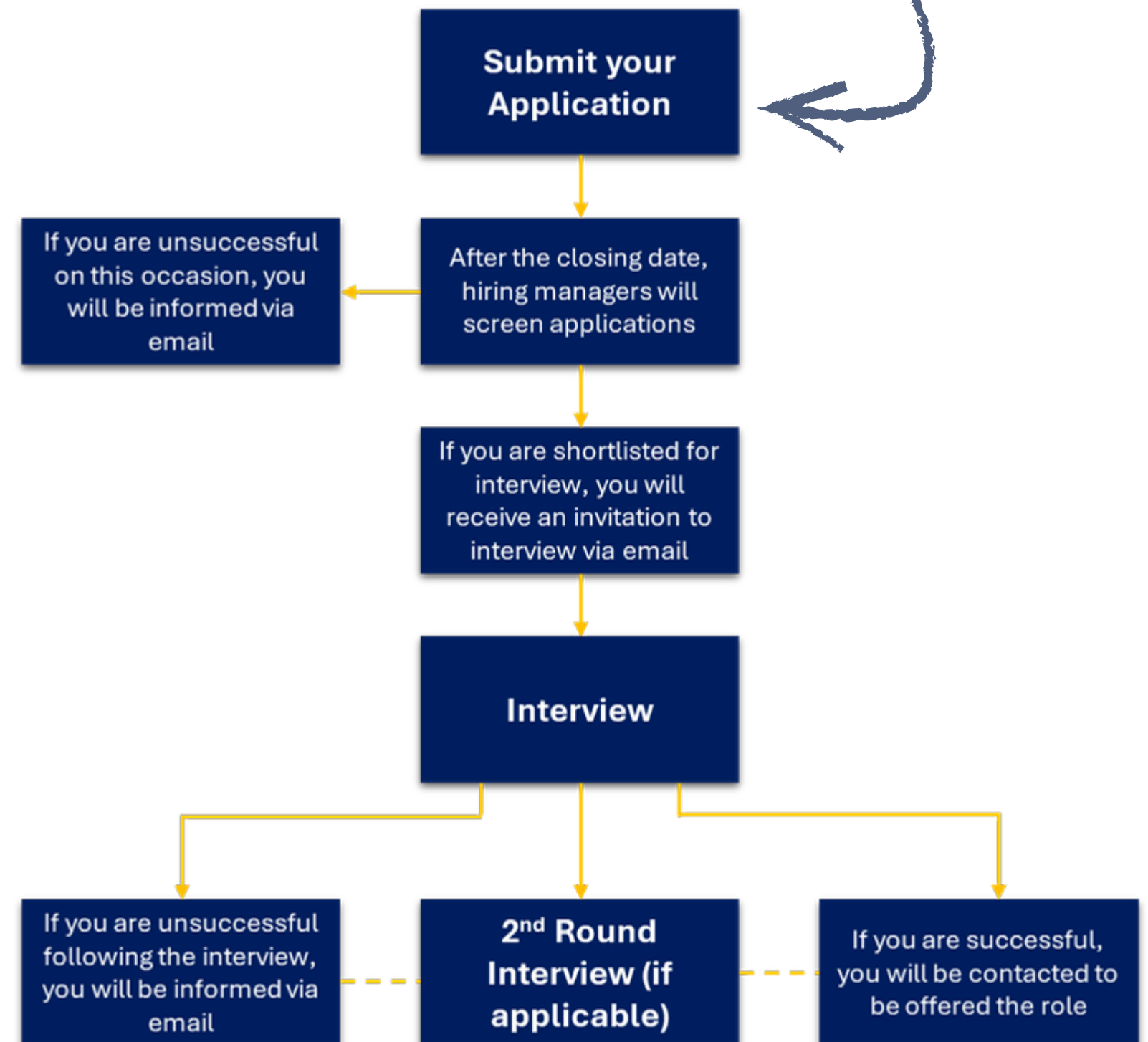
## Interview Date

W/C 11th May 2026



# APPLICATION PROCESS

Submit your CV and Cover Letter to [hr@sixways.co.uk](mailto:hr@sixways.co.uk)



# DIVERSITY AND INCLUSION



## OUR COMMITMENT

At Sixways, we are proud to provide a welcoming and inclusive environment for everyone who works with us, volunteers their time, or aspires to join our team. As both the renowned home of Worcester Warriors and a thriving venue space, we believe that our strength lies in the diversity, passion, and commitment of the people who make Sixways special.

We value and celebrate the different backgrounds, experiences, and perspectives that each individual brings. This diversity not only enriches our workplace but also enhances the experience we deliver to our fans, guests, and partners.

We are committed to ensuring that Sixways is a place where everyone feels respected, supported, and able to thrive. We welcome applications from all backgrounds and look forward to continuing to build a team that reflects the inclusive spirit of our Club and venue.



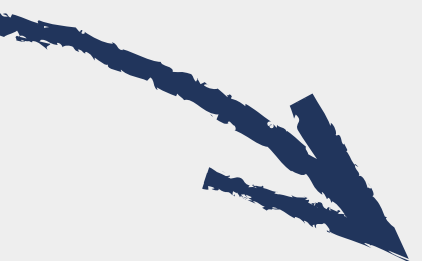
## WORKPLACE ADJUSTMENTS

We want everyone to have the opportunity to perform at their best. If you require any adjustments to support you during the application or interview process, please let us know and we'll do our best to accommodate your needs. Similarly, if you are offered a role with us, we will work with you to discuss any workplace adjustments that could help you thrive in your position.

If you would like to talk about this or request an adjustment, please contact [HR@sixways.co.uk](mailto:HR@sixways.co.uk)



Brian Adams Concert 2017



# REQUIREMENTS FOR WORKING AT SIXWAYS

Please note that all offers of employment require:

- References deemed satisfactory by Sixways
- Proof of eligibility to work in the UK. For details on which documents can be used to certify your right to work, please refer to [Prove Your Right to Work](#)

# DATA PROTECTION

The information you provide in your application will be used by Sixways to assess your suitability for the role you have applied for.

We will not request any special category data at the recruitment stage (for example, information relating to health, ethnicity, or sexual orientation). However, any personal information that is shared or otherwise obtained during the recruitment process will be handled in accordance with our Data Protection Policy and relevant data protection legislation.

Further details about how we protect and use your personal data can be found in our Job Applicant Privacy Notice, or you can contact our Data Protection Officer at [DPO@sixways.co.uk](mailto:DPO@sixways.co.uk) for more information.



Francois Hougaard - Player



Fireworks @ Sixways



**READY TO MAKE  
YOUR MOVE?**

**WE'RE READY TO  
MEET YOU**

