



WRFC Trading Limited Community Department

- Position:** Community Rugby Officer (16+)
- Term:** Full Time, initial 2 year post (extension subject to funding and performance)
- Responsible for:** The delivery and development of a 16+ player, coach and club development programme in strategic areas, as defined by the needs of the area and partners
- Responsible to:** Community Development Manager
- Basic Salary:** Circa £17,000pa (Dependent on skills and experience) + Expenses + Benefits

Closing Date for Application: 12pm, Monday 30th June 2008 (Practical / Panel Interviews on Thursday 10th July)

Background

Premiership Rugby Club Worcester Warriors in partnership with the RFU and Herefordshire and Worcestershire Sports Partnership are extending their commitment to the development of Rugby Union across the region. This post has been developed to increase participation in rugby in the Herefordshire & Worcestershire area with a particular focus on 16+ / adult participation and coach education. The post will look to enhance the quality of coaching in the area and provide opportunities for social / leisure rugby activities that will engage a different target audience than is usually involved in rugby.

General:

First class awareness of the game of rugby union is a pre-requisite and it you will have experience of successfully planning and delivering rugby activities in an Education and / or Community setting. A rugby enthusiast, with excellent communication and presentation skills who has experience of working with a wide range of clientele is vital as is a willingness to acquire and undertake new skills.

Qualifications/Experience:

Preferably educated to degree level or with equivalent qualifications and specifically Rugby Union qualifications the successful candidate will have first hand experience of organising and delivering rugby specific programmes. Computer literacy with keyboard skills is essential, as is experience and knowledge of the community sporting infrastructure. Candidates should have or be close to achieving a Level 2 Rugby Union Coach Qualification and preferably have experience of mentoring, coach development and tutoring.

WORCESTER WARRIORS

WRFC Trading Ltd, Sixways, Pershore Lane, Hindlip, Worcester, WR3 8ZE. www.warriors.co.uk

Tel: 01905 454183

Fax: 01905 459333

Email: rugby@warriors.co.uk



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Specific Role:

1. Delivery of Rugby Union activities in Curricular and Extra Curricular time in club and community settings
2. To set-up and run a Further Education programme of coaching within local Colleges leading to a Countywide Colleges festival and fixtures
3. Encourage and foster links between the FE Colleges and local Clubs
4. Support a programme of Coach / Teacher Education within the FE Colleges and Clubs to ensure sustainability of the programme
5. Develop and enhance the current Worcester Warriors Touch Rugby programme. Focusing on encouraging new players to the game in an effort to achieve the minimum 1% increase in participation
6. Stimulate and facilitate coach development in the Junior and Amateur sections of the local Clubs.
7. Provide further opportunities for people to take part in contact and leisure rugby by specifically targeting local businesses and organisations for their participation.
8. Deliver the RFU CSLA bolt-on at local FE Colleges to encourage a new generation of players, coaches and volunteers
9. To support the Worcestershire MLD Schools coaching programme and provide teacher education opportunities within the schools.
10. Support the delivery of the Worcestershire Masterclass player development programme on behalf of the Worcestershire Rugby Development Group
11. To continually develop, monitor and review the programme and produce the necessary reports
12. To support Warriors Community Match Day activities and involve beneficiaries of the Community Programme in the match day event
13. Represent rugby to the wider public and local businesses with a view to involving new stakeholders in the game
14. To undertake any other duties deemed commensurate with the post and as directed by the Community Manager, Steering Group, General Manager, CEO and / or the company.

The proposed post will be employed and line managed by Worcester Warriors with a steering group of the Worcester Warriors, the RFU and the Herefordshire & Worcestershire County Sports Partnership which will meet quarterly to monitor the post.

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Person Specification

QUALIFICATIONS	Essential	Desirable
5 GCSE's (or equivalent) at Grade C or above	✓	
Educated to A-Level standard		✓
Hold a Level 2 RFU qualification	✓	
Hold a Level 3 RFU qualification (or demonstrate commitment to work towards this award)		✓
Demonstrate a commitment to personal continuous professional development	✓	
Willingness to undertake further coach education training with a view to becoming a tutor / coach educator		✓
Have attended a Good Practice and Child Protection workshop in the last 2 years, or attend a course at the first available opportunity.	✓	
Hold a current, recognised First Aid certificate, or attend a course at the first available opportunity.	✓	
EXPERIENCE		
A minimum of 2 years experience coaching Rugby to young people in a variety of settings (e.g. club, school)	✓	
Evidence of having coached at a variety of skill levels (e.g. taster sessions, 1 st team, County)	✓	
Demonstrable experience of leading coaching sessions in a head coach capacity	✓	
Proven ability to plan, deliver and review a series of coaching sessions for a variety of ability levels	✓	
Experience of working with other coaches in a mentoring capacity		✓
Experience of coaching adults		✓
Experience of undertaking risk assessments		✓
Experience of working within an education setting (e.g. as a teacher, coach, volunteer, AOTT)		✓
KNOWLEDGE		
Sound understanding of the structure of 'the sport' at a local, county and regional level	✓	
Knowledge of the NGB player pathway		✓
An understanding of the organisation and structure of coach and official education courses		✓
Up-to-date knowledge on current developments in sport such as County Sports Partnerships, School-Sport Partnerships and FESCO's		✓
A sound understanding of and a commitment to equity in sport	✓	
Knowledge and understanding of the principles of Long Term Athlete Development		✓
Understanding of the National Curriculum and the different Key Stages		✓
Understanding of the demographics of Herefordshire and Worcestershire.		✓



SKILLS		
Excellent communication skills including verbal and written, and interpersonal skills	✓	
Ability to interact with young people and adults	✓	
Strong planning and organisational skills, including experience of organising coaching schemes, club sessions etc.	✓	
Effective team working and team development skills	✓	
Ability to work efficiently independently	✓	
Proven ability of effective monitoring and review techniques		✓
OTHER REQUIREMENTS		
Highly motivated, enthusiastic and passionate about coaching	✓	
Flexible and adaptable	✓	
Access to own vehicle and ability to travel independently around the partnership area.	✓	
Willingness to work unsocial hours including regular evenings, weekends and holidays.	✓	
Undergo enhanced Criminal Records Bureau Clearance	✓	
Ability to inspire and motivate players	✓	
An awareness of health and safety issues and the implications for coaching		✓
General IT skills including Word, Excel etc.	✓	

A full Job description and personal specification is available by request from tom@wrfc.co.uk. For more information or an informal discussion please contact tom@wrfc.co.uk or 07764 497378 with reference to the above position.

Application for this post is through Submission of a **Formal CV, Rugby CV** and **Covering Letter** including current salary marked for the attention of Tom Ryder, Community Development Manager, Sixways Stadium, Pershore Lane, Hindlip, Worcester, WR3 8ZE.

WRFc Trading Limited retains the right to only inform candidates who are successful in reaching Interview of the outcome of the recruitment process. Feedback for unsuccessful candidates can be given when addressed to the Community Development Manager in writing.

The post will be employed and line managed by Worcester Warriors with a steering group of the Worcester Warriors, the RFU and the Herefordshire & Worcestershire County Sports Partnership which will meet quarterly to monitor the post.



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