



JOB DESCRIPTION

TITLE:	Head of Academy
DEPARTMENT:	Playing Department
REPORTS TO:	Director of Rugby
WORKING RELATIONSHIPS:	Head coach. England Team coaches and RFU Development staff, Premiership Rugby and Hartpury University Sport Academy staff

THE ROLE

The successful candidate will lead all aspects of the Gloucester Rugby Academy programme with the purpose of identifying and developing young rugby players to play professional rugby union for Gloucester and England.

PRINCIPAL RESPONSIBILITIES

- Design, develop and deliver a Player Pathway strategy from the Developing Player Programme through to the Senior Academy squad that will identify and develop talented players within the Gloucester's Regional Academy region.
- Design, develop and deliver an excellent Player Development Group (PDG) system that offers world class coaching, strength and conditioning, medical and educational support to allow each young player an opportunity to fulfil his potential.
- Establish and agree performance standards for rugby, fitness, diet and off field development for each Junior and Senior England Academy player (EAP).
- Strong working relationships with the RFU and PRL to deliver an Academy programme that complies with all the requirements of the Academy Performance Review process.
- Manage a strong, mutually beneficial working relationship with Hartpury University to support playing opportunities for Academy players across the pathway.
- Work alongside Gloucester Rugby Community staff to develop strong links with all local schools, colleges, clubs and other constituent bodies.
- Work with the RPA and Honorary Education Officer to deliver the appropriate educational/training programme for each Academy player that suits their individual needs, abilities and aspirations.
- Manage and work within the agreed Academy budgets on a monthly basis.
- Recruitment and retention of all Academy players in line with the strategy agreed with the Director of Rugby and manage all Academy player contracts and scholar agreements to ensure adherence with Player Compensation Regulations.
- Head Coach of Gloucester Rugby Premiership Shield team.



PERFORMANCE MEASURES (to be agreed on an annual basis)

- Deliver to each individual Academy player, a Player Development Programme to be worked on weekly, updated monthly and to be reviewed quarterly.
- Minimum % of Senior Academy players to be selected for Gloucester in GP or European competition
- Minimum % of Senior Academy players to be offered a professional contract.
- Minimum % of Senior Academy players to be selected for England representative teams
- Meet all requirements of the RFU/PRL License Agreement and annual Academy Performance Review process.
- To work within all agreed budget targets.

GLOUCESTER RUGBY VALUES:

To deliver the **best experience** for our colleagues, supporters, community and partners in a sustainable way.

OUR VALUES:

BELONG We are part of a team and put the team first. We all contribute to the collective success. We are inclusive, have faith in what we do and respect all opinions.

RESILIENCE We show resilience at all times and face challenges head on.

ACCOUNTABLE We take personal responsibility for what we do. We keep our word.

VISIONARY We look forward and define the future. We make brave decisions.

EXCELLENCE We have pride in what we do and always give our best. We are committed to excellence.

Please send your CV together with a covering letter to Stephanie Dickson stephaniedickson@gloucesterrugby.co.uk. Due to the volume of applications received we will only be in contact should your initial application be successful.

Closing Date for applications **1st July 2019**