



# THE CLUB COACHING COORDINATOR

## CLUB COACHING COORDINATOR – ROLE DESCRIPTION

### Introduction

The quality of coaching received is a major element of the overall rugby experiences of players. High quality coaching leads to high quality experiences for players which, in turn, leads to increased rates of participation and improved performance levels. There is no down side!

The role the **Club Coaching Coordinator** is to promote the vital role that coaches play in the club at all levels of the game and to support the recruitment, retention, development and recognition of coaches.

Every club already identifies a coaching coordinator annually in their list of officers in the Leinster Branch handbook. **The purpose of this initiative is to support him/her in their role**

The ideal candidate for this role will have an interest in coaching and recognise the value of high quality coaching. He/she will be well organised and approachable with good management and communication skills. He/she need not be an 'expert' coach themselves.

### Responsibilities:

- Raise awareness of the importance of coaching and the need for coaches in your club.
- Support coaches through regular contact and communication.
- Maintain up-to-date records of coaches, their contact details and qualifications held.
- Identify gaps in the coaching structure and coordinate succession planning.
- Promote the education and development of coaches within the club; encouraging active participation at appropriate formal and non-formal coach development opportunities.
- Maintain regular contact with regional Coach Development Officers and Community Rugby Officers.
- Disseminate information on coaching courses and coach development initiatives.
- Be the point of contact between the coaches in your club and Leinster rugby staff.
- Attend area coach development workshops for coaching coordinators.
- Collate lists of coaches details every season for relevant coaching courses.
- Develop a community of practice within your club, to generate a better understanding of coaching behaviors.

### Time Commitment:

It is anticipated that this role will require an average of 4-5 hours per week.

### RECRUIT:

The only way to get coaches is to ask! Ask, ask, ask again or ask somebody else. Some people will feel they don't have the skillset to coach. It is essential to put people at ease and assure them that they will be supported in the role and they will receive the required training and development to successful.

- How many coaches do you require?
- What skills will they need?
- Do you provide clear 'role descriptions' for the coaching roles your recruiting for?
- What time commitment is required of the coach?
- Do you target the recruitment of coaches around particular teams or age-grades as well as a general coaching audience?
- What support is there for the new coach?
- Have you current coaches or ex-coaches who can act as mentors?
- Do you acknowledge and recognise coaches for their contribution?

## RETAIN & DEVELOP

Retaining coaches ensures a continuity of club philosophy and helps maximise the experience coaches have gained over time. Conversely, recruiting new coaches constantly is costly and time consuming.

Coaches who feel valued and that have the confidence and skills to do a good job tend to stay in coaching roles for longer than those who don't. Save yourself from having to constantly recruit new coaches by keeping the coaches you have.

- Do you provide coaches with an induction session and a resource pack?
- What skills do the coaches have and what will they need further training and development in?
- How often is it appropriate to get coaches together to discuss their role and to share ideas/resources/support?
- Do you sell each training/development as an opportunity ?

Leinster Rugby provide formal coaching courses at each level of the game and deliver these throughout the Province. There will be a course near you!

Leinster Rugby also provide a wide range of other non-formal coach development offerings designed specifically to meet the needs of your coaches and those with similar needs in other clubs.

Contact your local Coach Development Officer or Community Rugby Officer to discuss the training and development needs of your coaches.

## RECOGNISE

Coaches want to feel valued, part of the team, needed and useful. It is essential that you show appreciation to all the coaches and show support for their effort.

Many clubs already show appreciation to their coaches but you should review what you are doing against the following and if appropriate implement into your club.

- Could your club executive committee members formally write to coaches to thank them for their contribution?
- Do you have a club policy so all teams have a way to thank their coaches?
- Do you present Coaching Awards as part of the club prize giving?
- Do you acknowledge expertise/experience in your coaches? eg. Nominate coaches for Leinster Rugby's Coach of the Year?
- Do you invest in coaches by providing opportunities to learn and grow (observe other coaches, listen to other coaches, share expertise with other coaches).



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FROM THE GROUND UP