



JOB DESCRIPTION & RESPONSIBILITY STATEMENT

1. POST TITLE:

Academy Manager, Munster Rugby

2. ROLE AND PURPOSE OF POSITION

Development and identification of players for the professional game in Munster & Ireland with specific focus on Academy, NTS & PTS players.

The Academy Manager is a full-time employee of the Irish Rugby Football Union.

3. REPORTING RELATIONSHIPS

The position reports both operationally and functionally to the IRFU Head of Elite Player Development.

You will have an operational reporting relationship to the Chief Operating Officer, Munster Rugby and Head Coach, Munster Rugby.

4. WORKING RELATIONSHIPS

- Performance Director, IRFU
- CEO, Munster Rugby
- Head of Rugby Development, Munster Rugby
- Senior, Academy & Development Coaches, Munster Rugby
- Chair of the Academy Board, Munster Rugby
- Chair of the Professional Game Board, Munster Rugby
- Coach & Player Development Manager, Munster Rugby
- Head of Coach Development, IRFU
- Director of Women's and 7s Rugby, IRFU
- National Programs Administration Manager, IRFU
- Talent ID Coordinator, IRFU
- Elite Player Development Officer, IRFU
- Head of International Talent ID and Player Development, (IQ)
- All other Academy Managers, IRFU
- Medical Director, IRFU
- Head of Athletic Performance and Science, IRFU
- National Athletic Development Lead, IRFU
- National Talent Development Pathway Performance Nutritionist, IRFU
- AIL Division 1A & 1B Coaches/DOR's in particular
- Principals/DOR's/Head Coaches of rugby playing schools



5. KEY COMPETENCIES:

Leadership:

- Ability to lead and realise the National and Provincial vision.
- To manage the expectations of stakeholders so as to deliver the individual player development programme that is in the best interest of the long-term development of the player.

Rugby:

- Experience and a proven track record of achievement in developing players for the elite representative game of rugby union.
- Credible rugby knowledge, understanding and expertise gained from playing, coaching or through player management. Ability to coach and understand the game to a high level – strategically, tactically and technically.

Interpersonal Skills:

- Ability to interface effectively with people at all levels of the game. Competence to manage & motivate, develop relationships and if required manage conflict.

Management Skills:

- Ability to plan, communicate, research and constantly evaluate current practice to achieve excellence.

6. RESPONSIBILITIES:

- Oversee the strategies and long-term Provincial objectives of the elite pathway with specific responsibility for:
 - Academy Programme
 - National Talent Squad Programme
 - Provincial Talent Squad Programme
 - National Age-Grade Programmes and the National 7's Programme
- Ensure delivery of agreed service level provision for all aspects of the elite pathway with the IRFU and Munster Rugby Professional Game Board.
- Manage the development and progression of players for the professional game in Ireland to Pro14, European, International and World Class standards.
- Manage an integrated service team to ensure best service provision for all players within elite pathway.
- Regular interface with the Head Coach and Senior coaches to ensure full alignment on all aspects of the Academy to the Senior setup.
- Manage the Provincial Talent Identification programme in conjunction with the National Talent ID Coordinator and with the assistance of the Provincial Talent Coach.
- Work in tandem with other Provincial Academy Managers to ensure Elite Player Pathways are aligned to achieve IRFU strategic goals.



- Manage the Munster Academy operational budget as designed by the IRFU Head of Elite Player Development within agreed financial parameters.
- Ensure accurate monitoring and up-to-date data across all departments is provided into designated IRFU software platforms for all players within the elite player pathway, as directed by the IRFU Head of Elite Player Development.
- Manage the alignment of Provincial Age Grade Teams to the elite pathway.
- Provide all necessary H.R. and disciplinary elements in accordance with the Academy player contract.
- Assist or Coach National Teams as designated by the IRFU Head of the Elite Player Pathway.

7. PERFORMANCE MEASURES

- Quantity and quality of players developed for Munster and Irish Rugby to enable Munster to compete at European level. A target level of 85%+ of Academy players progress to Munster Rugby senior contracts.
- A strong working relationship with the Head Coach to ensure succession planning meets the above target.
- Delivery of the relevant areas of the Munster Rugby Strategic Plan.
- Delivery of the relevant areas of the IRFU High Performance Strategic Plan.
- Design and delivery (quarterly) of the Individual Player Plans of all Munster players within the IRFU Elite Player Pathway programmes.
- Design and delivery of Late Developer Pathway within Munster Rugby.
- In cooperation with the IRFU Talent Coordinator deliver quarterly succession plans for players in the 16 to 20 year age bracket.
- Establish strong co-operative working relationship with Schools and Clubs within Munster to ensure engagement in the National Talent Programme.
- Work in cooperation with the Head of Elite Player Development and relevant staff to ensure the quality of the annual intake of NTS and Academy players are of the requisite standard.
- Academy Curriculum – based on the players profile and individual performance plans, provide specific intervention to ensure continued personal development.
- Player technical development – Delivery of aligned IRFU Technical Model to reflect the reality and demands of the game as agreed with IRFU Head of Elite Player Development.

Additional KPI's will be set & agreed on an annual basis