

JOB DESCRIPTION AND PERSON SPECIFICATION



Title: Pathway Development Coach, Munster Rugby

Role Purpose: To work with players and coaches to identify and develop a pool of players who are eligible for selection into the appropriate Munster Rugby pathway development program. The role involves driving player development through the provision of excellent support to players, coaches and key staff across Munster Rugby programmes and network of clubs and schools.

Reporting:

Operational: Academy Manager

The post holder will have a close working relationship with the Head of Rugby Development

Functional: Chief Executive Officer, Munster Rugby

Key Relationship: Munster Rugby Staff
Rugby Clubs within Munster
Schools within Munster

Location: The post-holder will be responsible for the North Munster region of the province

Key Responsibilities:

- In conjunction with other relevant Munster pathway staff, develop and deliver a regional plan, which addresses the strategic requirements of Munster Rugby, the IRFU and the identified needs of clubs and schools within that region with a specific focus on player development and coach support at the U16-U18 age group.
- Maintain close working relationships with clubs and schools within an identified region to ensure delivery of the regional plan and provide effective feedback and communication with players, coaches, support staff and anyone else involved in the player development/pathway programme.
- To provide a high level of coaching support to individual players, clubs, schools, and regional development squads within your designated region.

Player Development:

- In conjunction with other Munster Rugby staff contribute to the development of an agreed curriculum to support the development of players within our pathway programme.
- Provide technical support to the Coaches of the Regional Development Squad programmes (male and female) within your area and ensure the delivery of an agreed curriculum to support the development of players within our pathway programme.
- Ensure there is a flow of rugby knowledge and expertise up and down our pathway to provide a coherent approach to player development.
- In conjunction with Munster Rugby staff, align and integrate the Munster Rugby Technical model within age grade rugby through practical delivery at targeted age groups in our schools and clubs.
- In conjunction with Munster Rugby Academy Staff, ensure club and school players are regularly observed and those players with potential are recorded and monitored as part of entry into future development programmes.
- Deliver individual development sessions to identified pathway players with a strong focus on supporting those players from less resourced rugby programmes.

Coaching Courses & Workshops:

- Deliver & support on coaching courses & coaching workshops as required

General:

- Work closely with other Munster Rugby staff to ensure there are effective competition and development opportunities across your area which support the player pathway.
- Help develop and maintain a successful image and profile for the Munster Rugby Pathway programme.
- Contribute, where appropriate, to the overall Munster Rugby objectives and targets as laid out in the strategic plan.
- Contribute to the development, evaluation and monitoring of the Munster Academy and Rugby Development programmes as required.

The above statements are intended to describe the general nature and level of work required from this position. They are not intended to be an exhaustive list of all responsibilities and activities required. The holder of this position is required to respond with a flexible approach when tasks arise which are not specifically covered in this job description.

Essential Criteria:

Applicants should, at the closing date for applications, be able to display and provide evidence of the following qualifications/training, experience, specialist knowledge, skills/abilities and personal qualities outlined below in this person specification.

Qualifications with experience	<p>Either:</p> <ul style="list-style-type: none"> • Primary degree or equivalent qualification in sports or PE related discipline coupled with a minimum of 2 years' work experience in at least two of the following areas: • Sports Development • Coach Development • PE related discipline • Teaching <p>Or</p> <ul style="list-style-type: none"> • Significant experience of performance level rugby • IRFU Performance Level Coaching Award (Stage 4) <u>or</u> evidence of the equivalent practical experience
Additional Experience	<ul style="list-style-type: none"> • 2 years coaching experience (FTE) at LTPD stage 3, with evidence of delivering individual, unit and collective practices. • Experience of delivering development programmes to a high standard • Experience and evidence of consistently and regularly developing players suitable for entry and progression within a pathway programme • Practical experience of analyzing, developing and coordinating support services to clubs and schools. • Experience of dealing with volunteers in a support capacity
Knowledge	<ul style="list-style-type: none"> • Knowledge and understanding of Irish Rugby • Knowledge and understanding of the IRFU Long Term Player Development and Technical Models • Knowledge and understanding of the Player Pathway • A clear understanding of the needs of club and school coaches/volunteers • LTPD Stage 2, 3 & 4 technical knowledge
	<ul style="list-style-type: none"> • Must be eligible to live and work in Munster • Access to a form of transport that will permit the jobholder to meet the requirements of the post in full

Circumstances	<ul style="list-style-type: none"> • Ability to work unsociable hours, including frequent evenings and weekends • Must be available to work throughout the player pathway summer programme (late June – early September)
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Desirable Criteria:

The following criteria are preferred but are not essential. However, we reserve the right to apply some or all of the desirable criteria listed below to facilitate shortlisting:

Qualifications	<ul style="list-style-type: none"> • IRFU Performance Coach (Stage 4) accredited • IRFU/Coaching Ireland qualified tutor (or equivalent)
Experience	<ul style="list-style-type: none"> • 3 years coaching experience (FTE) at LTPD Stage 3 • 1 years coaching experience at LTPD Stage 4 • Experience of working within a sports organization • Experience of working as part of a multi-disciplinary service team • Experience of tutoring and course delivery
Knowledge	<ul style="list-style-type: none"> • Knowledge of Munster Rugby, in particular the club and schools structure