



## **JOB DESCRIPTION & RESPONSIBILITY STATEMENT**

### **1. POST TITLE**

Provincial Talent Coach (Munster Rugby)

### **2. ROLE AND PURPOSE OF THE POSITION**

Responsibility for the delivery of the National Talent Development Programme within the province (U16-U20).

Responsibility for ensuring vibrant programmes exist in which elite players are identified and developed.

### **3. REPORTING RELATIONSHIPS**

- Operational: National NTS & Talent Identification Manager, IRFU & Academy & Pathways Manager, Munster Rugby
- Functional: Head of Elite Player Development, IRFU

### **4. WORKING RELATIONSHIPS**

- Head of Domestic Rugby, Munster Rugby
- Coach & Player Development Manager, Munster Rugby
- Domestic Rugby Staff, Munster Rugby
- All other Provincial & IQ Talent Coaches
- National Elite Player Pathway & U20's Head Coach, IRFU
- National Academy Forwards & National Scrum Coach, IRFU
- National Coach Development Manager, IRFU
- High-Performance Staff, IRFU
- Officers and administrators, IRFU
- National and Provincial Age Grade Representative Management Teams
- Age Grade Manager, IRFU
- Team Services Department, IRFU
- ALL Senior Coaches & DOR's
- DOR's/Principals, Coaches, and affiliated personnel (Schools & Clubs)

### **5. KEY QUALITIES**

- Rugby: applicants should have the relevant coaching experience and qualifications to reflect working effectively in a high performing elite player pathway
- Communication: Clearly conveying information and ideas through a variety of media to individuals or groups in a manner that engages the audience and helps them understand and retain the message. This is particularly important when communicating with young players, parents, and rugby coaches/masters



- Relationship Management: The ability to develop and maintain relationships by taking a sincere interest in each person and what is important to them, treating them with respect and demonstrating integrity.
- Foster Teamwork: the ability to create an environment that is conducive to teamwork and to actively participate as part of a team.
- Leverage Networks: Build and nurture networks of people who will provide information, support, and practical assistance in accomplishing desired goals.
- Work Efficiently; Can determine priorities, prepare, and plan effectively and manage time.

## 6. RESPONSIBILITIES

- Manage and operate the National Talent Development Programme in Munster Rugby as directed by the Academy & Pathways Manager.
- Work closely with fellow domestic and performance staff to ensure programme alignment at NTS & PTS levels.
- Profile, Develop and Manage key performance plans for identified players within the pathway (U16-U20).
- Work within an integrated service team to deliver key; Technical, Tactical, Strategic, Physical, Nutritional and Mental skills to identified players where and when applicable and if required.
- Work within an integrated service team to provide information, training, and support to affiliated schools and clubs within the province.
- Assist and deliver coaching courses, seminars, and player clinics, specifically within the performance pathway (U16-U20).
- Attend seminars, coaching courses and other professional development opportunities as directed to assist self-development.

## 7. PERFORMANCE MEASURES

- Delivery of the National Talent Development Programme.
  - Improved proficiency of performance of elite identified players on National and Provincial programmes. This can be measured against historical data and annual KPI's.
  - Contribute to the attainment of the agreed goals as set out by the Academy & Pathways Manager and the Head of Elite Player Development, IRFU.
  - Carry out duties and responsibilities with limited supervision.
  - Establish efficient and effective working relationships with key stakeholders along the player pathway.
  - Make effective and informed decisions in relation to the role of Provincial Talent Coach.
  - Portray a competent and professional image of the IRFU.
  - Track and monitor player development through IRFU software platforms to ensure programmes, delivery and assessment criteria are fit for purpose therefore aligned to achieving the strategic plan.
  - To submit monthly reports of activities to the Academy & Pathways Manager.
  - Assist with and or Coach National Teams as designated by the IRFU Head of the Elite Player Pathway.
- *Additional KPI's will be set & agreed on an annual basis*
- *Responsibilities and Performance Measures may be altered and amended to reflect the nature of the role*