

Job Title:

Munster Women's Pathway Manager

Purpose

The Munster Women's Pathway Manager, in collaboration with the Provincial GM and the Head of Rugby Development (HORD), will play a vital role in the provincial leadership team by providing operational leadership to implement priority actions from the Women's and Girls' Growth Plan.

Over the next 3-5 years, the focus will be on establishing sustainable player and coach pathways in each province, from grassroots to elite levels.

This role will lead the development of the Provincial Women's Pathway, targeting U16s to senior representative teams, and will adapt to the varying stages of provincial development.

An essential component of the role is to create high level connectivity across domestic and performance pathway rugby in the Province.

The manager will be part of a national network of Provincial Women's Pathway Managers across the four provinces, working closely with the IRFU Head of Women's Strategy to enhance the long-term growth of women's rugby across Ireland.

Reporting Relationships

- **Operational & Functional:** Provincial GM and/or Provincial HORD and IRFU Head of Women's Strategy.

Working Relationships

- Provincial GM and HORD
 - IRFU Head of Women's Strategy
 - IRFU Head of Women's Performance & Pathways
 - IRFU Head of Women's Development
 - Provincial WDO Lead
 - Women's Rugby Provincial Staff
 - WNTS Staff
 - Provincial Development Staff
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Key Responsibilities

1. Strategic Leadership

- Support the design and delivery of the Provincial women's rugby strategy ensuring alignment with the Irish Rugby Women and Girls Strategy and long term plans for Women and Girls rugby across Ireland.
- Collaborate with Provincial GM and HORD to design and lead delivery of a quality elite player and coach development pathway that effectively develops and guides player talent from domestic, through pathway to elite senior women's programmes.
- Support the implementation of the domestic game plan led by the Provincial HORD, and prioritise the smooth integration with the Provincial pathway and senior program.

2. Provincial & National Performance Pathway

- Collaborate with Provincial GM, HORD and National Leadership to design, lead and deliver a quality Provincial elite player and coach development pathway that effectively develops and guides player talent from domestic to elite senior women's programmes.
- Work with IRFU Women's Head of Performance & Pathways and Pathway Manager on National Player planning and operations.
- Work closely with WNTS leadership and staff on effective support, integration and cohesion of Provincial and National Training squad within each Province.
- Ensure effective working relationships and alignment education and capacity build is implemented between clubs/schools, and the elite player pathway programs for quality delivery.
- Monitor performance metrics (IPPs), benchmarks, and athlete progression in partnership with national leadership.

3. Domestic Game Integration

- Collaborate with Women's Development team to support growth plans for participation and retention, through appropriate competitiveness, and visibility of domestic leagues.
- Create cohesive links with domestic game and pathway process and communication.
- Engage with clubs, schools, universities, and leagues to enhance playing standards through developing quality environments.
- Support and advise on the development and delivery standards within our WAIL club system.

4. Stakeholder Engagement

- Act as a key liaison between provincial and national women's programmes.
- Build strong relationships with coaches, performance staff, clubs, and schools.

5. Women's Rugby Insight Representative

- Work with Women's Rugby Leadership in Irish rugby and Four Provinces to gather and share insights.

PERSONAL SPECIFICATION:

Key Competencies:

- Detailed understanding and experience of rugby including player development.
- Detailed understanding and experience of the Irish rugby eco system – domestic and high performance.
- Demonstrate a proven ability in developing elite players through an effective development system/framework.
- Demonstrate sound leadership skills including the ability to communicate effectively.
- Proven ability to collaborate including partnership building.
- The ability to Innovate and one that demonstrates a growth, can do mindset.
- Cultural Awareness and Gender Equity Advocacy.

PERFORMANCE MEASURES INCLUDE:

- Review of the Provincial Pathway Program and deliver implementation of the recommendations to begin Phase 1 – 2 of Pathway build out.
- Demonstrate high level connectivity between Domestic and Provincial Performance pathway planning and staff through regular alignment on plan, program delivery, reviews.
- Support the development of a cohesive and sustainable National and Provincial talent pathway (WNTS and PTS)