



JOB DESCRIPTION & RESPONSIBILITY STATEMENT

POST TITLE: Pathway Athletic Development Coach, WNTS, IRFU

LOCATION: The role will be based between the Munster Rugby offices at University of Limerick, around the Province of Munster, and the IRFU offices in Dublin.

CONTRACT TYPE: Full-time, 2-Year Fixed Term

ROLE AND PURPOSE OF POSITION

The IRFU and Munster Rugby are inviting applications for the position of Pathway Athletic Development Coach, Women's National Talent Squad (WNTS), Munster. The Pathway Athletic Development Coach (PADC) is responsible for the design, delivery, and coordination of the individual athletic performance programmes for all Women's WNTS Players (Under 16 – 23) within Munster.

The PADC will provide the required leadership and management of systems and personnel to ensure that players develop the physical competencies required to thrive within the professional game. In collaboration with the Head of Athletic Performance & Science, IRFU, the Women's Provincial Pathway Talent Coach, and the Women's National WNTS and Talent Identification Manager, the PADC will continually seek to drive innovation and develop a world leading WNTS Pathway program that seamlessly integrates across Provincial and National programmes.

REPORTING RELATIONSHIPS

Operational & Functional:

- Head of Athletic Performance & Science, IRFU
- Head Academy Strength & Conditioning Coach, Munster Rugby

Functional:

- Head of Women's Performance & Pathway's, IRFU
- Head of Athletic Performance & Science, IRFU

WORKING RELATIONSHIPS

- The PADC will report functionally to the Head of Women's Performance & Pathway's and Head of Athletic Performance & Science, IRFU on matters relating to the attainment of key performance indicators (KPI's) and the design and delivery of individual athletic performance programs for the all-Women's WNTS Players (Under 16 – 23)
- The PADC will report operationally and functionally to the Head of Athletic Performance & Science, IRFU & Women's National WNTS and Talent Identification Manager, IRFU to ensure that the design, delivery, and coordination of all-Women's WNTS Players (Under 16 – 23) individual athletic performance programs align with IRFU standards and ensures continuity with Provincial and National programs.
- DOR's/Heads of Sport, Coaches, and affiliated personnel (Provinces, Universities & Clubs)
- Academy & Pathway Manager, Munster Rugby
- Academy & Pathway Staff, Munster Rugby
- Head of Rugby Development, Munster Rugby
- Coach and Player Development Manager, Munster Rugby
- Club & Community Staff, Munster Rugby



- All other Provincial Talent Coaches
- Head of Coach Development, IRFU
- High Performance Staff, IRFU
- Head of International Talent ID and Development
- Officers and administrators of the IRFU
- National and Provincial Age Grade Representative Teams
- Talent ID Volunteer Network

KEY QUALITIES

Essential:

- Recognised degree or Higher National Diploma in physical education, human movement or exercise and sports science;
- A minimum of 2 years' experience in a sports science (strength & conditioning) position within a Rugby environment (Candidates without rugby experience may be considered based on experience);
- Knowledgeable around the physical, psychological, technical (position specific), and tactical (style of play) demands associated with Rugby.
- Knowledgeable around the profiling and screening of athletic qualities;
- Knowledgeable around the application of Long-Term Athletic Development practices to young athletes
- Established coaching and programming skills around injury prevention (relative to the demands of Rugby) and return to play/perform criteria (relative to different injury types);
- Established coaching and programming skills around the development of plyometric ability, linear speed (sprinting), multidirectional speed (COD/Reactive Agility), and Rugby specific movement skill integration;
- Established coaching and programming skills around the development of Rugby specific conditioning, specifically as it relates to the functional integration of conditioning within the context of practice;
- Established coaching and programming skills around the development of general and specific strength and power;
- Established coaching and programming skills around the development of recovery and regeneration plans;
- Excellent ability to work within a multi-disciplinary team and share responsibility for player development and programme management;
- Excellent people management and leadership skills;
- Excellent communication and conflict resolution skills;
- High level of self-awareness and a strong self-starter.
- Full clean Irish drivers licence and access to own transport.

Desirable:

- Post-Graduate degree (MSc) in physical education, human movement or exercise and sports science;
- Experience working in women's sport and an understanding of female specific training considerations;
- Sports science experience around the collection and management of GPS data;
- Sports science experience around player monitoring and workload management;
- Recognised certification in S&C related competence (e.g., NSCA, UKSCA, ASCA, etc.);
- Recognised First Aid and CPR certification;
- Excellent computer literacy skills.

RESPONSIBILITIES

General responsibilities:

- Design, deliver and coordinate all individual athletic performance programmes for all Women's WNTS Players (Under 16 – 23).



- Prescription & Implementation of athletic performance plans to players of national interest (PONI).
- Weekly club visits to assist in monitoring of PONI players training progress on field, in gym and provide club education at all levels.
- Facilitation of GPS tracking of the Club & WNTS Players as part of wider IRFU research into the Women's Game.
- Leading on athletic development coaching for National Women's underage and development sides as required.
- Work with other professional staff including Pathway Talent Coach, Pathway Physiotherapist and Performance Nutritionist to drive individual performance outcomes.
- Ensure the WNTS Pathway athletic performance programme aligns with the Provincial and National programmes as directed by the IRFU.
- Ensure the WNTS Pathway athletic performance programme aligns with IRFU National Standards and deploys individual athletic performance programmes designed to help each player achieve the KPIs set by the IRFU.
- Coordinate the WNTS Pathway annual athletic performance testing according to IRFU National Standards and testing schedule.
- Capture, store and manage all athletic performance testing and training data and ensure that it is reviewed and informs the athletic performance programmes for all WNTS Pathway Players.
- Responsible for the design and delivery of all athletic performance, recovery, and game preparation elements for the WNTS Pathway Players.
- Portray a competent and professional image of the IRFU on behalf of the athletic performance department.
- Appropriate coordination and leadership of Pathway athletic performance and medical staff.
- Develop alignment and coordination of athletic performance programmes between the Pathway WNTS Programme, Province and National programmes through effective communication and relationship building.
- Deliver athletic performance support to the National professional programme when required.

Specific responsibilities:

- Manage the implementation of the Women's WNTS Players (Under 16 – 23) athletic performance programmes as described in each player's Individual Performance Plan.
- Systematically review and report performance profiles for all WNTS players.
- Devise effective periodised plans for each WNTS Pathway player specific to their development needs.
- Manage the training load information, the daily monitoring process as directed by the IRFU National Standards and communicate any issues relating to player welfare to the relevant rugby, physiotherapy, medical, nutrition and/or athletic performance staff.
- Manage and communicate the WNTS Pathway programme training schedule to all players and related staff.
- Liaise regularly with the National programs athletic performance staff to ensure appropriate programme alignment and prescription to the needs of the WNTS Pathway and National programme.
- Attend and contribute to workshops, in-service meetings and professional development courses/workshops and other supported workshops as directed by Head of Athletic Performance Women's Pathway & National Team & Women's National WNTS and Talent Identification Manager
- Assist in the delivery of coach and player education programmes.



KEY PERFORMANCE INDICATORS

The following KPI's are general. Specific targets will be set for your role. Annual meetings will also include an appraisal and review of the attainment of the KPI's set at previous meetings. An end of year review will also take place where the duties and responsibilities will be fully appraised.

- Deliver specific targets agreed with Head of Women's Performance & Pathway's and the Head of Athletic Performance & Science, IRFU.
- Improved proficiency of athletic performance of WNTS Pathway players linked to their Individual Performance Plans.
- Ensure that the WNTS Pathway programmes athletic performance testing is completed according to the correct IRFU National Standards and schedule, and that test data is managed and stored effectively.
- Maintain effective relationships with various staff within the Province and the IRFU;
- Carry out duties and responsibilities to an effective and efficient standard;
- Establish excellent work practices;
- Make effective and informed decisions in relation to the role and the department.

APPLICATION PROCESS

Please visit munsterrugby.ie/careers to apply via our jobs portal with a cover letter and up to date CV. The closing date for applications is Tuesday 7th July 2026.

The IRFU and Munster Rugby are equal opportunities employers.