



JOB DESCRIPTION & RESPONSIBILITY STATEMENT

POST TITLE

Provincial Talent Coach, WNTS

ROLE AND PURPOSE OF THE POSITION

Responsible for the delivery of the Women's National Talent Identification and National Talent Development programmes within the province for female (U16 – U23) players. Ensuring vibrant programmes exist through which elite players are identified and developed in addition to providing a support service to Universities, Province & Clubs.

REPORTING RELATIONSHIPS

Operational Manager: Women's National WNTS and Talent Identification Manager IRFU & Provincial (Munster) Academy Manager

Functional Manager: Women's Head of Performance & Pathways, IRFU

WORKING RELATIONSHIPS

- DOR's/Heads of Sport, Coaches and affiliated personnel (Provinces, Universities & Clubs)
- Head of Domestic Rugby, Province
- Academy Manager
- Provincial Pathway Manager
- Coach and Player Development Manager, Province
- Domestic Rugby Staff, Province
- 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 COMPETENCES

- 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; Have the ability to determine priorities, prepare and plan effectively and manage time.

RESPONSIBILITIES

- Lead and coordinate the Women's National Talent Identification and National Development Programmes in the province as directed by the Women's National WNTS and Talent Identification Manager.
- Profile, develop and manage key performance plans for identified female players within the pathway (U16-U23).
- Work within an integrated service team to deliver key; Technical, Tactical, Strategic, Physical, Nutritional and Mental skills to identified female players where and when applicable and if required.
- Work within an integrated service team to provide information, training and support to affiliated Universities, schools and clubs within the province.
- To assist in maintaining an accurate and up to date database of identified WNTS and PTS players (depth charts, IPP's etc.) across all IRFU platforms.
- Identification and nomination of National and Provincial Age Grade Representative female squads. Oversight of Provincial Talent Squads & Regional programs.
- Attendance at schools, universities and club matches to identify, track and monitor identified players to ensure quality is of a requisite standard.
- Oversight and alignment of (PTS) squads with the Provincial Pathway Manager, Academy Manager and Head of Domestic Rugby.
- Responsible for the design and coordination of a High Performance University Competition Model.
- Assist and deliver coaching courses, seminars and player clinics, specifically within the performance pathway.
- Complete all administrative duties required by the Women's National Talent ID & Development Manager.
- Attend seminars and coaching courses as directed in order to assist self-development.

PERFORMANCE MEASURES

- Lead and delivery of the National Talent Identification and Development Programmes.
- In cooperation with the Women's Head of Performance & Pathways, Women's National WNTS and Talent Identification Manager, deliver quarterly succession plans (depth charts) for female players (U16 – U23).
- Delivery of the individual player plans of all WNTS players within the IRFU and Elite player pathway programmes.
- Work in tandem with the Provincial Pathway Manager and Provincial Talent Coaches to ensure the Elite Player Pathways are aligned to achieve IRFU strategic goals.
- Improved proficiency of performance of elite identified players on National and provincial programmes. This can be measured against historical data.
- Carry out duties and responsibilities with limited supervision.
- Establish efficient and effective working relationships with key stakeholders to ensure engagement with the National Talent programmes.
- 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 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 Women's National WNTS and Talent Identification Manager & Women's Head of Performance & Pathways.

Skills & Abilities

- Excellent communication and organisational skills
- The ability to build effective working relationships with colleagues, players and schools' staff.
- Good personal development skills
- Excellent problem-solving skills
- Effective Leader
- Ability to work on own initiative and work as part of a multi-disciplinary team.
- Proficient Microsoft Office
- Full drivers' licence

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/activities and may be required to undertake additional duties

Additional KPI's will be set on an annual basis.