



# Cheshire Rugby Football Union

(EST. 1875)

**Cheshire RFU CB, in association with the Rugby Football Union are looking for coaches to staff the CB Girls England Rugby Developing Player Programme**

## **Job Description**

**Job Title: England Rugby Developing Player Programme Lead Coach**

**Responsible to: England Rugby Developing Player Programme Manager**

### **Outline of Programme**

*The England Rugby Developing Player Programme is committed to providing a high quality, player development experience, which encourages lifelong participation in the game and enables those with the greatest potential to be clearly identified. This programme is aimed at players aged Under 16*

### **Outline of the Role**

The applicant should be able to demonstrate that they have a real passion for coaching and the development of youth athletes. The successful applicant will be working as part of a strong coaching team and must be willing to work collaboratively to achieve the outcomes of the programme.

### **Key Tasks**

- To work with ERDPP coaching team, building and maintaining effective coach to coach relationships and create a sense of unity centred on the programme objectives and motivations.
- To oversee periodic assessment days to benchmark young players and invite those with potential to attend the ERDPP.
- To monitor programme delivery to ensure they meet both the needs of the players and the objectives of the programme.
- Ensure that the ERDPP coaches are providing on-going individualised practice plans and feedback to all players within the programme.
- Reflect continuously on the coaching practice of themselves and others with the aim of challenging delivery to improve future player experience.
- To commit to on-going personal development and training to ensure that delivery practices, skills and knowledge are as up to date as possible.

The Criminal Records Bureau enhance disclosure process applies to this post.



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## Person Specification

### Skills and Education

- It is anticipated that lead coaches will have achieved, as a minimum, ERACA, or working towards and a current RFU DBS check.
- As a necessity an ERDPP Lead Coach should possess an RFU First Aid Certificate and attended a Safeguarding Play it Safe course
- A Lead Coach should demonstrate significant commitment to their personal and professional development and look to engage in learning opportunities both cross-sport and sport specific. (Evidence of this commitment is highly desirable).
- Has an understanding of Player Centred Coaching and can adapt coaching style to meet the learning style of the player. (Evidence of this is highly desirable).
- Able to converse with the players, parents and coaches to assist players with self-reflection and setting of appropriate development goals.
- Has knowledge of physical and psychological development of young people and can work with specialists to develop appropriate development plans for maturing players.

### Qualities and Attributes

- Able to actively manage all aspects of the ERDPP including Technical Tactical, Lifestyle, Physical and Mental development.
- Ability to self-generate and maintain high levels of motivation; display initiative, tenacity and resilience and to work independently as well as part of a team.
- Can develop short, medium- and long-term periodised plans for player and coach development
- Have professional perspectives on player care and ethical practice
- Adapts quickly and with enthusiasm to changes and un-predictable events.
- Can show evidence of a creative and innovative approach to management and coaching.
- Ability to look ahead to develop and maintain clear outcome-based plans for achieving objectives
- Challenges appropriately, and in a positive manner, the behaviour that does not support an open and honest team working approach.
- Ability to develop and nurture collaborative, effective and productive working relationships (both internally and externally) working towards the objectives of ERDPP.

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