



MOUNT ALBERT GRAMMAR SCHOOL

Job Description

1st XV Head Coach

Responsible to: Headmaster through delegated authority to the Director of Sports

Reporting to: Director of Sport

Position Purpose:

The Head Coach will take the lead role in coaching and management of the 1st XV Rugby Union team. The Head Coach is expected to support our school wide sporting culture underpinned by The MAGS Way values and will take overall responsibility for demonstrating leadership around the team's culture, technical and tactical development.

Communication: All sports matters must be directed to the Director of Sport in the first instance.

Primary Objectives:

Planning

- Provide and implement a seasonal plan incorporating all aspects of the campaign to 1st XV staff, the Director of Rugby and Director of Sport.
- Work with team management staff to decide on dates and venues for trainings.

Coaching

- Maintain a thorough knowledge of the laws of the game.
- Build a positive, supportive and inclusive team environment that provides players enjoyment, success and challenge.
- Plan, manage and lead training sessions.
- Develop the technical, tactical and life skills of the players in the squad.
- Manage and maintain resources and equipment.
- Provide players with specific and meaningful feedback and feed forward with regard to individual performance.
- Ensure the health and safety of the players and provide and assist with the pastoral care of players.
- Provide and assist with the pastoral care of staff.
- Communicate with relevant staff regarding training plan (daily, weekly etc).
- Act as the first point of contact for the players for 'on-field' matters.
- Willingness to attend Representative Coaching meetings and to develop as a coach by attending workshops or seeking professional development opportunities.

Selection

- Liaise directly with the team manager to provide the names of the chosen squad to ensure all players are registered and available for selection.
- In the event of a match or tournament, be able to work with the Assistant Coach and Trainer to select a playing squad before each game.
- Work with the Manager and Trainer to monitor and manage player's welfare.
- Encourage players and team officials to abide by the rules at all times and respect the MAGS Way values and College Sport expectations.
- Support, participate or facilitate professional development programmes for other coaches within MAGS and ARU.
- Understand the characteristics and needs of the players in the squad relative to their stage of development.
- Have a sound understanding of modern coaching and teaching principles with good knowledge of rugby – both technical and tactical.
- Understand the components of a training session and of competitions relevant to the athletes being coached.
- Appropriate and strong communication, management and coaching skills for the players being coached.
- A knowledge and ability to demonstrate different coaching styles, approaches and techniques.

PLANNING AND REPORTING:

- Make recommendations for improvement and success
- Conduct one-on-one player reviews, highlighting ability, potential and recommending areas of development.
- Provide the Director of Sport with comprehensive report at the end of the competition or tournament.

PERSONAL ATTRIBUTES:

- Well planned and organised
- Demonstrates leadership skills by example
- Shows initiative and drive
- Highly motivated and determined
- Flexible and understanding of different cultures and backgrounds when dealing with people.

Key Relationships:

Internal

- Headmaster
- Deputy Principal (Sport)
- Director of Sport
- Director of Rugby
- Rugby Academy Coaches
- Rugby Coaches
- Rugby Managers
- Students

External

- Auckland Rugby Operations Manager
- Parents
- ARFU Staff

- Unitec and Universities
- College Sport
- Sponsors

Person Specification:

Communication/People Skills

- Efficiently and promptly conveys all communication to Director of Sport.
- Easily establishes rapport with people from a wide variety of backgrounds.
- Effectively builds and maintains long-term networks and relationships.

Technical Skills, Knowledge and Experience

- A strong background in rugby as a player, coach and/or administrator.
- Experience in managing people and implementing programmes.
- At least an intermediate level of computer skills.

Teamwork

- Builds and maintains effective working relationships.
- Is a team leader with the ability to give clear direction to others.
- Shares information readily.

Work Organisation/Planning

- Is self-motivated.
- Is an excellent planner.
- Is able to report effectively both in written and oral form.
- Works effectively and efficiently without supervision.

How performances/success will be measured:

- Meet with the Director of Sport weekly to discuss progress against KPIs and other rugby issues relevant to the position.
- Provide evidence that the KPIs (or other priorities) set by the school each year/term have been met.
- Meet with the Director of Sport at the end of each term to discuss the written report, performance against the KPIs, and to discuss the KPIs or other areas of focus, for the following term.

Important Administrative Matters:

- Ensure all players are compliant regarding Uniforms and Fees as requested by Director of Sport.
- Playing fields are respected by both Coaches and students as requested by the Director of Sport.

- In the case of a teacher, the school regards this as employment additional to existing teaching.
- You are required to be available to students, coaches and parents at set times of the week by way of office hours, on at least 3 days a week.
- You are required to meet with the Director of Sport weekly to discuss your role, your progress against the KPIs, your progress against other areas on which you have been asked to focus and to give feedback on any concerns you have or support that you might require; and
- You are required to meet with the Director of Sport at the end of each term to consider your written report, to provide feedback on the progress you have made against the KPIs (and other areas on which you have been asked to focus) and to determine your priorities for the following term.

Appendix 1

COMMUNICATION SPORTS DEPARTMENT

