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**MOUNT ALBERT GRAMMAR SCHOOL**

**Job Description**

**Rugby 1st XV Boys Coach and Development Lead**

**Responsible to**: Headmaster

Deputy Principal - HR

Deputy Principal – Sport  
 Director of Sports Academies

**Functional Relationships with:** Director of Rugby, MAGS Staff, Students, ARU, Blues, MAGS Rugby community, NZRU, NZ Secondary School Sport.

**Hours of Work:** 40 hrs per week (includes evenings and weekends as needed for preseason, season and traditional games)

**Key Responsibilities:**

**1st XV Leadership & Coaching**

* Lead all coaching, match preparation, and performance planning for the 1st XV squad.
* Develop and implement high-performance training programmes tailored to the individual and collective needs of players.
* Conduct detailed performance analysis, video reviews, and opposition scouting.
* Foster a culture of excellence, accountability, and continuous improvement.
* Support player welfare and holistic development (mental, physical, academic).

**Programme Support & Alignment**

* Work collaboratively with the Director of Rugby to align coaching philosophies and playing style across all age groups.
* Assist in talent identification and player progression pathways within the school’s rugby structure.
* Provide mentorship to assistant coaches, younger age-group coaches, and students aspiring to elite levels.
* Assist the Director of Rugby with timetabled academy training sessions for both boys and girls.

**Fixtures, Tours & Competitions**

* Plan all aspects of 1st XV fixtures, including national competitions, preseason tours, and marquee school events.
* Support organisation of domestic and international tours, training camps, and representative opportunities.

**Administration & Communication**

* Maintain up-to-date training logs, selection records, player evaluations, and injury reports.
* Communicate effectively with parents, academic staff, and pastoral teams regarding student-athletes.
* Collaborate with medical and S&C staff to ensure integrated performance planning.

**Additional Duties**

* Assist with coaching of other squads or clinics as required by the Director of Rugby.
* Potential teaching responsibilities depending on qualifications and experience.
* Participate in school life, including assemblies, pastoral duties, and co-curricular activities.

**Key Tasks:**

* **Recruitment** of Assistant coaches and management
* **Planning** - A full calendar of preseason games and tours, season and post season review submitted in November of previous year.

**Skills and Qualifications:**

* RFU Level 2 coaching qualification (minimum); working towards or holding Level 3 preferred.
* Demonstrable success in coaching elite schoolboy, academy, or club rugby teams.
* Strong knowledge of technical, tactical, physical, and psychological demands of high-level rugby.
* Excellent communication, leadership, and motivational skills.
* Commitment to safeguarding, welfare, and development of young athletes.
* Review - experience with performance analysis tools (e.g., HUDL, Sportscode).
* Knowledge of current trends in athlete development and sports science.
* Communication Skills - effective communication with other staff and students.
* Attention to Detail - ensuring that all tasks are completed accurately and efficiently.