



PREMIER COACH – 1st XV

ROLE DESCRIPTION

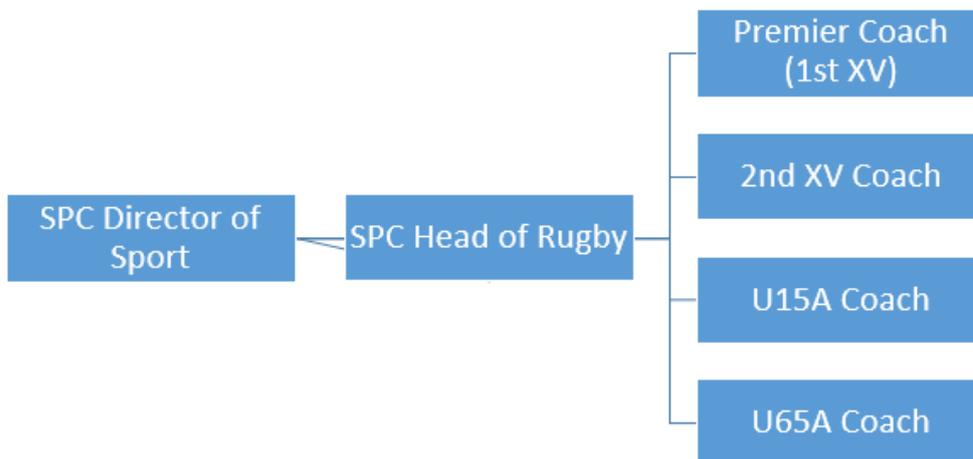
The sporting programme at St. Patrick's College is overseen by the Director of Sport (as representative of the Rector). The role of Premier Coach is responsible to the Head of Rugby at the College. The initial appointment period is for one year, with an option of a further two one-year periods following review and agreement between the appointee(s) and the Director of Sport at the succession of each season. Note that in 2021, the 1st XV Coaching role will be a paid position. The level of remuneration offered will be dependent upon the experience and quality of the candidate.

Background to the role

To achieve our goal of being the top rugby college in Wellington Secondary Schools rugby, the SPC Rugby Club fields several premier teams, which are specifically results-oriented. The 1st XV is one of these teams. The Rugby Club also has a responsibility to offer a development pathway for players with aptitude and ambition, as well as a playing environment/team structure for players wishing to play for primarily enjoyment.

SPC Structure

The SPC rugby structure is shown in the following diagram:



What we are looking for

We are looking for a Premier Coach to work with the SPC Head of Rugby to develop a college-wide approach to rugby, defining team patterns and structures to be followed throughout the grades. We are looking for a Premier Coach who actively promotes player centred management policies and creates a player-led team culture that supports the College core values of Faith, Manaakitanga, Achievement, Hauora and Integrity.



We are seeking a Premier Coach who creates an environment that supports players to be strong leaders and great role models across the college community. We are seeking a coach who holds player and team discipline to the highest standards and leads as an example to others.

The Premier Coach will work with the SPC Head of Rugby to build an effective 1st XV coaching and management team. The Premier Coach will work closely with the Head of Rugby, the 2nd XV, and U15A coaches to create opportunities for player development and succession planning.

The key performance goals of the 1st XV are: to win all matches in the Hurricanes Pre-Season Tournament; win all Traditional Matches; and be a Finalist in the Wellington Secondary School Rugby Union Premiership.

Person Specification

- An outstanding communicator who can relate to college-age players
- Experience of leading, planning and delivering coaching sessions at a high-performance level.
- Player centred approach to coaching and player development.
- Up to date coaching practices and methodologies aligned to premier-level college rugby.
- Qualified to NZRU Advanced Coaching, or enrolled in a WRFU DRC programme to achieve this goal.
- Experience with using video-analysis software for player and game analysis
- Self-motivated in updating knowledge and skills
- Works effectively as part of a team and as an individual.
- Ability to commit to after-school training times (3.30pm – 5.30pm) and weekends as required plus week day Traditional and other matches, to fulfil the role. Some travel may be required.

Key Performance Objectives

Practice	<ul style="list-style-type: none"> • Implements appropriately structured and organised training sessions. • Makes training interventions that promote learning.
Analysis	<ul style="list-style-type: none"> • Analyses individual player skills. • Analyses units as well as the overall team’s skills.
Game Plan	<ul style="list-style-type: none"> • Analyses likely opposition team tactics and strategies. • Develops, organises and guides players as required, to implement specific game plans to counter opposition team tactics and strategies.
Motivation	<ul style="list-style-type: none"> • Motivates players to enjoy training and get the best out of each session. • Motivates the team to operate as a single unit that willingly seeks to test itself against opponents.
Relationships	<ul style="list-style-type: none"> • Establishes and maintains good relationships with players, Managers and members of the 1XV squad. • Establishes and maintains good relationships with Coaches, Managers and other members of SPCRC.
Learning	<ul style="list-style-type: none"> • Recognises that membership of a SPC Premier rugby team provides players with an opportunity gain a greater understanding of the meaning of being a “Patrician”. • Works constructively with players to provide as safe environment for them to test themselves as young men, and learn about themselves.



SPC RFC COACHES' CODE OF ETHICS

Following is Sport New Zealand's Coaches Code of Ethics.

NZRU is a signatory to the code and therefore all NZRU registered coaches must abide by the Code. SPC RFC acknowledges and accepts this Code.

- 1. Respect the rights, dignity and worth of every individual as a human being**
 - Treat everyone equally regardless of sex, disability, ethnic origin or religion.
 - Respect the talent, developmental stage and goals of each player in order to help each player reach their full potential.

- 2. Maintain high standards of integrity**
 - Operate within the rules of your sport and in the spirit of fair play, while encouraging your players to do the same.
 - Advocate a sporting environment free of drugs and other performance-enhancing substances within the guidelines of the New Zealand Sports Drug Agency and the World Anti-Doping Code.
 - Do not disclose any confidential information relating to players without their written prior consent.

- 3. Be a positive role model and act in a way that projects a positive image of coaching**
 - All players are deserving of equal attention and opportunities.
 - Ensure the players' time spent with you is a positive experience.
 - Be fair, considerate and honest with players.
 - Encourage and promote a healthy lifestyle – refrain from smoking and drinking alcohol around players.

- 4. Professional Responsibilities**
 - Display high standards in your language, manner, punctuality, preparation and presentation.
 - Display control, courtesy, respect, honesty, dignity and professionalism to all involved within the sphere of rugby – this includes opponents, coaches, officials, administrators, the media, parents and spectators.
 - Encourage your players to demonstrate the same qualities.
 - Be professional and accept responsibility for your actions.
 - Accurately represent personal coaching qualifications, experience, competence and affiliations.
 - Refrain from criticism of other coaches and players.

- 5. Make a commitment to providing a quality service to your players**
 - Seek continual improvement through on-going coach education, and other personal and professional development opportunities.
 - Provide players with planned and structured training programmes appropriate to their needs and goals.
 - Seek advice and assistance from professionals when additional expertise is required.
 - Maintain appropriate records.

- 6. Provide a safe environment for training and competition**
 - Adopt appropriate risk management strategies to ensure that the training and/or competition environment is safe.
 - Ensure equipment and facilities meet safety standards.
 - Ensure equipment, rules, training and the environment is appropriate for the age, physical and emotional maturity, experience and ability of the players.
 - Show concern and caution toward sick and injured players.
 - Allow further participation in training and competition only when appropriate.
 - Encourage players to seek medical advice when required.
 - Provide a modified training programme where appropriate.
 - Maintain the same interest and support toward sick and injured players as you would to healthy players.

- 7. Protect your players from any form of personal abuse**
 - Refrain from any form of verbal, physical or emotional abuse towards your players.
 - Refrain from any form of sexual or racial harassment, whether verbal or physical.
 - Do not harass, abuse or discriminate against players on the basis of their sex, marital status, sexual orientation, religious or ethical beliefs, race, colour, ethnic origins, disability or distinguishing characteristics.
 - Any physical contact with players should be appropriate to the situation and necessary for the player's skill development.
 - Be alert to any forms of abuse directed towards players from other sources while in your care.