

# Senior Athletic Performance Coach



This role is a key operational lead within the club's Athletic Performance programme, combining autonomy in return-to-play coordination with hands-on positional group programming. Sitting at the heart of player development and injury management, this role drives evidence-informed performance solutions under the direction of the ER Head of Athletic Performance.

## About the role

### Key Responsibilities:

#### Return to Play and Rehabilitation

- Lead and coordinate the return-to-play process, ensuring injured players are reintegrated into full team training through structured, criteria-based progressions informed by objective data (e.g., VALD, GPS, and equivalent technologies), working closely with Medical and Coaching colleagues
- Develop and maintain position-specific running, contact, and skill progression return-to-play (RTP) frameworks as part of a shared session database for use across the Athletic Performance team
- Plan and manage injured players' weekly schedules alongside the lead RTP Physio, liaising with Coaching, Athletic Performance, Medical, and Nutrition colleagues to deliver fully integrated rehabilitation weeks
- Set and monitor physical and skill-based targets for injured players in collaboration with rugby coaches, ensuring return to a level equal to, or above, pre-injury performance

#### Player Profiling and Injury Risk Reduction

- Lead the planning, implementation, and analysis of pre-season and in-season player profiling in collaboration with the RTP Physio, utilising findings to design targeted individual and group injury risk reduction programmes
- Apply evidence-informed injury risk reduction strategies that continually evolve in line with current research and best practice
- Support robust workload management systems that account for both professional and international player demands

#### Athletic Performance Programming

- Lead the design, delivery and progression of global athletic performance programming for an assigned positional group, incorporating integrated strength, speed, conditioning and recovery elements aligned to the rugby programme, competitive demands, and individual player development goals
- Ensure all RTP and programming methodologies align with Edinburgh Rugby and Scottish Rugby Athletic Performance standards and framework

#### Collaboration and Communication

- Maintain regular communication with the Edinburgh Rugby Head of Athletic Performance regarding player status, programme delivery, and alignment with club and national objectives
- Support Scottish Rugby Athletic Performance education initiatives where required
- Foster a high-performance culture built on accountability, collaboration, and continual improvement

*"Our ambition is that everyone in Scottish Rugby feels a sense of 'belonging' by being clear on the purpose of their role, feeling valued as a member of the team, and connected to colleagues across all areas of the organisation"*

## Stakeholders

This role works with a wide variety of internal and external stakeholders to ensure collaborative working across all areas:

- Head Coach and management team
- Athletic Performance colleagues
- Medical colleagues
- Analysis colleagues
- Nutrition colleagues
- Head of Athletic Performance & Sport Science
- Men's National Team Athletic Performance colleagues
- High Performance colleagues
- Pathway colleagues

## Key Skills

### High Performance Sport

- **Communication:** You get your point across clearly and effectively. You make sure that everyone understands what the message is, and that they equally feel heard.
- **Emotional intelligence & interpersonal skills:** You display empathy and self-awareness, which establishes trust and builds confidence to resolve conflict and create a supportive work environment that in turn enhances team performance and business success.
- **Business approach and policy development:** You work collaboratively with others to assess and develop structures and ways of working that are inclusive and build success, so we can meet our business objectives.
- **Problem solving and critical thinking:** You have a curious mind! You can analyse complex information and different perspectives, and then develop unbiased and innovative solutions to challenges, which are grounded in sound judgement.

## Knowledge & Experience

- Degree in **Sport Science, Human Performance, S&C**, or related field. A postgraduate qualification (MSc/PhD) or recognised S&C accreditation (e.g., UKSCA, NSCA, ASCA) is desirable
- Experience in professional rugby athletic performance, with **proven expertise in RTP** coordination
- Understanding of the **physical, technical, tactical, and psychological demands** of professional rugby
- High-level expertise in **player profiling, screening and monitoring**, to guide **data-driven** programming
- Proven ability to design and deliver criteria-based RTP progressions across strength, conditioning, speed, contact, and skill
- **Experience integrating conditioning** within rugby practice design, including warm-ups and on-field sessions
- Proficient in **player-tracking technology** (e.g., GPS, heart rate) to inform workload management
- Track record of measurable improvements in player athletic performance through **targeted interventions** and progress tracking
- Strong understanding of **injury risk reduction and return-to-performance planning**
- Ability to operate effectively within a **multi-disciplinary team** and multi-layered performance structure

## Working Logistics

**Location:** Scottish Gas Murrayfield, Edinburgh

**Working pattern:** full time, including regular evening and weekend working

**Contract type:** Fixed term, 2 years

**Reports to:** Edinburgh Rugby Head of Athletic Performance