



Glasgow Warriors Women Head Coach

The Head Coach of Glasgow Warriors Women will lead the women's high-performance programme competing in the Celtic Challenge. The role will support the programme's ongoing growth and evolution, ensuring it is prepared for future expansion and enhanced domestic competition. The role will operate with autonomy while remaining fully aligned to the national performance framework and playing philosophy, the Head Coach will work collaboratively across the wider pathway system, including Central and National Academy environments.

About the role

Key Responsibilities

Programme leadership - Lead and manage the Glasgow Warriors Women programme. Drive programme planning and operational delivery within a high-performance environment, aligned with Scottish Rugby's performance framework.

System alignment & performance delivery - Ensure full alignment with Scottish Rugby's women's performance system, playing philosophy, and national team priorities while delivering competitive success in the Celtic Challenge.

Culture and environment - Establish and sustain a high-performance culture built on clear standards, accountability, wellbeing, and continuous improvement.

Coaching & game model - Lead coaching delivery, including game model implementation, training design, and match preparation aligned to national playing principles.

Player development & management - Support holistic player development, including Individual Development Plans (IDPs), Annual Playing Plans (APPs), and regular performance review processes to support progression through the pathway.

Squad & performance management - Manage squad selection and composition in collaboration with the Head of Women's Performance & Pathways, balancing development and competitive outcomes.

Multidisciplinary team leadership - Lead and coordinate the MDT (coaching, athletic performance, medical, analysis, nutrition, performance development), ensuring integrated planning and delivery to optimise player performance and availability.

Pathway integration and academy delivery - Contribute to the delivery of the Centralised and National Academy programmes, supporting coaching, player development, and transition of high-potential athletes across the system.

Stakeholder and external relationship management - Build and maintain strong relationships with key stakeholders including national teams, clubs, universities, and pathway colleagues to support aligned player development and programme success.

University of Strathclyde – Provide the university with coaching, training and performance advice.

Stakeholders

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

- Glasgow Warriors Managing Director
- Head of Women's Performance & Pathways
- Glasgow Warriors colleagues
- Scotland Women Head Coach and management team
- National Academy Manager and National Talent Pathway Manager
- High Performance colleagues
- Wider Scottish Rugby colleagues
- Premiership clubs and universities

"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"

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Key Skills

High Performance Sport

- **Communication:** You get your point across clearly and effectively with the ability to inspire positive change. You make sure that everyone understands what the message is and they feel equally heard while adapting the delivery to the relevant audience.
- **Planning & Organising:** You manage time, resources and tasks effectively to achieve your goals. Objectives are clear, tasks are prioritised and plans are structured to ensure efficient and timely completion. You anticipate challenges, adapt as needed and keep everything on track to meet deadlines and deliver results.
- **Problem solving & Critical thinking:** You manage time, resources and tasks effectively to achieve your goals. Objectives are clear, tasks are prioritised and plans are structured to ensure efficient and timely completion. You anticipate challenges, adapt as needed and keep everything on track to meet deadlines and deliver results.
- **Digital Curiosity:** You're naturally curious about how digital tools and data can enhance ways of working. You explore new technologies, ask questions, and seek opportunities to apply digital solutions that improve efficiency and outcomes

Knowledge & Experience

- Proven **coaching experience** in a high-performance rugby environment (minimum 5 years), at national age-grade, professional, or equivalent elite level, preferably within women's rugby
- Experience **leading performance programmes**, including IDP and APP processes and ongoing player performance monitoring
- Experience **managing multidisciplinary teams**
- Strong **leadership, communication, and stakeholder management skills**
- Proven ability to balance **player development** with competitive performance
- Specialised expertise in targeted skill development areas such as kicking, throwing etc., would be desirable
- A full, valid **driving licence** is essential

Working Logistics

Location: Scotstoun Stadium, Danes Drive. Glasgow G14 9HD

Working pattern: Full time, with ability to work flexible hours as working pattern may vary weekly; due to working in professional sport this will include evenings and weekends, and regular travel

Contract type: Fixed Term, 2 years

Reports to: GW Managing Director (Operational) and Head of Women's Performance & Pathways (Functional)