

ER Academy Performance Analyst



We're looking for a dedicated and forward-thinking individual to play a central role in our player development programme. This role offers the chance to work closely with talented young athletes and elite coaches, driving performance through cutting-edge analysis and innovative feedback methods. This is an opportunity to play a key role in the development of future Edinburgh and Scotland players.

About the role

Key Responsibilities:

Performance analysis and reporting

- Provide regular, detailed and accurate (video and statistical) reports of player performance for Pro Team and Academy colleagues
- Deliver and present in-depth insight into the development of senior academy players throughout the season aligned to the players IPP (Individual Player Plan)
- Continue to research innovative feedback methods alongside providing current best practice analysis processes
- Explore and utilise new software, technology and analysis tools (including AI) and approaches for meetings, feedback and preview/review sessions, aligning with Pro Team methods

Training and matchday provision

- Lead the analysis provision at Edinburgh Rugby Academy training and provide support to the Pro Team analysts when required to enhance player development
- Lead on the matchday provision of Edinburgh 'A' Team analysis, data collection and reporting
- Support the Academy Manager with the Talent ID process of identifying and recruiting future academy players

Systems, footage and data management

- Manage all match footage, training footage and data for archiving and future analysis
- Manage and maintain all senior academy analysis hardware and software used within the programme and liaise with the appropriate departments for support

Education and stakeholder relationships

- Drive player and coach learning through engaging video, statistics, presentations and visual reporting
- Develop strong working relationships with Pro Team Analysts, National Talent Pathway colleagues and the High Performance Analysis team to ensure there is alignment and sharing of player insights, video and information

Stakeholders

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

- Edinburgh Rugby Academy Manager, Coaches and colleagues
- Edinburgh Rugby Pro Team colleagues
- Analysis colleagues
- Players
- National Talent Pathway colleagues
- High Performance and National Age Grade colleagues
- Regional Talent Pathway colleagues
- Club rugby coaches/ reps

*"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"*

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 and 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 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.
- **Digital Literacy:** You can find, use, evaluate, create and share information digitally. Think critically about the content and use tools and platforms to communicate in digital ways.

Knowledge & Experience

- Proven **experience in the delivery of performance analysis services** within a high performance sporting environment
- Previous experience as working as part of a **multi-disciplinary team**
- High levels of **rugby union knowledge and understanding**, previous experience of playing or refereeing is advantageous
- Experience of using Hudl products (such as **Sportscode, studio**) for data collection and visualisation software (**Tableau, Power BI**)
- **Excellent IT skills**, including experience of Apple products
- Ability to **self-manage** and plan your own workload is essential
- Experience of **working to deadlines** in a demanding, fast-moving environment
- A full, valid driving licence is beneficial

Working Logistics

Location: Scottish Gas Murrayfield, Edinburgh

Working pattern: Full time, the ability to work flexible hours as working pattern will vary weekly; due to working in professional sport this will include unsociable hours and weekend working

Contract type: Fixed term, 2 years

Reports to: Edinburgh Rugby Lead Performance Analyst / Edinburgh Rugby Academy Manager