

Glasgow Warriors Women's Assistant Coach

– Forwards / Contractor Opportunity

Support the women's high-performance programme competing in the Celtic Challenge. The role will support the programme's ongoing growth and evolution, by providing expert coaching.



About the role

Key Responsibilities

- Drive the planning, delivery and player development across the forwards and contact area
- Lead players' technical and tactical development across scrum, lineout, maul, breakdown, tackle and ball-carrying, using video analysis and review in line with the game model and national priorities
- Demonstrate in-depth knowledge of forwards and contact-area strategy, collaborating with the wider coaching team to drive performance
- Assist in the preparation of the programme plan and session-based training to support and challenge players' development
- Collaborate with designated coaching, technical, medical and S&C personnel to ensure all aspects of team preparation, selection and administration are managed effectively
- Support goal setting and provide players with individualised feedback on a regular basis and formally when required
- Assist the Head Coach with player selection and deselection, in line with Scottish Rugby protocols and procedures
- Ensure alignment of all women's programmes through effective and open communication with the Head Coach and relevant National Programme Program

Stakeholders

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

- Glasgow Warriors Women Head Coach
- GW colleagues
- National Academy Manager and associated National Pathway colleagues
- National Team Coaches
- Players
- Multi-disciplinary colleagues

*"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

- **Stakeholder management:** you have a strength for collaboration which engages internal and external partners. This enables you to create boundaries and manage expectations, enabling projects to work on time and to budget.
- **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.
- **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.
- **Emotional intelligence:** 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.

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 area
- A full, valid driving licence is essential

Working Logistics

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

Working pattern: November 2026 – March 2027, 3 days per week, plus weekends

Contract type: Contractor

Reports to: Glasgow Warriors Women's Head Coach