

National Talent Pathway Coach Years 1 & 2 East

This role works with high potential players (primarily years 1 and 2) to ensure that they are suitably prepared on both technical and tactical aspects of the professional game. This role has overall accountability for the development of these high potential players through coaching, analysis and constructive feedback to prepare them for the highest levels of rugby.



About the role

Key Responsibilities:

Player Development & Coaching Delivery

- Provide expert coaching, feedback, and analysis to support the technical and tactical development of players for professional and representative rugby.
- Plan, execute, and revise Individual Player Development Plans (IPDPs), ensuring regular exposure to elite rugby environments in collaboration with Academy specialists.
- Coach within international and representative teams to enhance player development across the region.

Stakeholder Engagement & Regional Support

- Collaborate with clubs, schools, and regional stakeholders to share and implement best practices in technical and tactical skill development.
- Support the identification, selection, and ongoing development of regional coaches, ensuring high-quality coaching standards.

Professional Standards & Continuous Development

- Meet the required standards of technical and tactical coaching to progress through the Coaching Academy and engage in continuous professional development (CPD).
- Apply professional-level coaching techniques to elevate regional coaching standards and practices.

Program Management & Systems Implementation

- Assist with the day-to-day management of the regional rugby program as directed by Academy Managers.
- Implement robust systems for player development, identification, and tracking in collaboration with relevant stakeholders.
- Ensure a safe working environment for players and colleagues, including adherence to all safeguarding policies, protocols and completing required risk assessments and training.

Stakeholders

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

- High-Performance colleagues
- Scottish Rugby Medical teams
- Pro Team Academy colleagues
- Clubs, schools 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. You make sure that everyone understands what the message is, and that they equally feel heard.
- **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.

Knowledge & Experience

- At least 3 years' experience of leading a multi-disciplinary team in a high-performance sport environment
- Experience in sourcing, developing, managing and influencing relevant high-performance sport stakeholders
- Demonstrable experience of developing young rugby players in a performance context.
- Previous personal athlete experience would be helpful
- Proficient IT skills, particularly Microsoft Office
- Satisfactory PVG check
- A full, valid driving licence is essential

Working Logistics

Location: Oriam Performance Centre, Heriot Watt University, Edinburgh EH14 4AS

Working pattern: Full time with the ability to work flexible hours due to working in sport, this will include evening and weekend working.

Contract type: Fixed term (up to 2 years)

Reports to: National Talent Pathway Lead