

National Talent Pathway Athletic Performance Coach – Edinburgh Year 3



You'll take a leadership role in working closely with identified National Talent Pathway Year 3 players to support their physical development through coaching, education, and guidance in all areas of athletic performance. As a key leader within the multidisciplinary team, you'll help drive alignment with wider national pathway goals, fostering a high-performance culture and setting clear standards for athlete development across the pathway

About the role

Key Responsibilities:

Athletic Development & Player Support

- Lead the planning and delivery of a research-backed athletic development program for high-potential players in the region by delivering tailored, athlete-centered athletic performance programmes that adapt to their stage of development and rugby programme
- Take ownership of the athletic performance components of a player's IDP ensuring consistent, high-quality support aligned with national academy goals
- Manage load, return-to-play protocols and robust physical development to prepare players for the demands of elite international competition
- Support athletic performance delivery for identified age grade squads as required
- Support athletic performance delivery for Edinburgh Rugby Senior Academy as required

Monitoring, Assessment, and Feedback

- Maintain and internal database of testing results, performance metrics, and player development data
- Provide clear, evidence-based feedback and reports to players, coaches, and other colleagues to guide ongoing development

Collaboration and Communication

- Work closely with the multidisciplinary team (rugby, medical, nutrition, performance analysis) to ensure aligned and effective player programmes
- Maintain regular, open communication with internal and external stakeholders (i.e. clubs, schools and universities), to ensure aligned player development and management
- Play an active role in promoting best practices in athletic performance throughout the performance pathway

Education and Pathway Engagement

- Educate players on key lifestyle and performance-enhancing habits including recovery, sleep, goal setting, and lifestyle management
- Contribute to the ongoing development of the wider Scottish Rugby athletic performance department development

Stakeholders

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

- National Talent Pathway multi-disciplinary teams
- Athletic Performance and Sports Science colleagues
- All High-Performance colleagues
- Scottish Rugby Medical teams
- Regional Talent Pathway 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

- A relevant degree in Sports Science is essential, a Master's would be advantageous
- Current UKSCA accreditation is desirable
- At least 3 years' experience of coaching in an Academy set up or similar elite athletic performance environment
- Excellent understanding of long-term athletic development principles, both theory and application
- Track record of programme planning, development, and implementation
- Ability to use appropriate profiling and strength diagnostics to inform practice
- Previous personal athlete experience would be helpful
- Experience of working with a multi-disciplinary team in performance sport
- Proficient IT skills, particularly Microsoft Office
- Experience of using GPS technology
- Satisfactory PVG check
- A full, valid driving licence is essential

Working Logistics

Location: Primarily 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: Head of Athletic Performance