

Male NTP Performance Analyst – West



The role will lead the delivery of a performance analysis service to high potential players across Years 1 to 3 in the male National Talent Pathway (NTP) west region. The role will have a primary focus on using performance analysis tools to develop players technical and tactical understanding of the game, providing bespoke support to players and their IDP plans. The role will have a large focus on educating players on performance analysis practices, and driving off field learning to support player development. Within this role you will also co-lead the analysis provision for the Male Scotland U20s squad.

About the role

Stakeholders

Key Responsibilities:

- Capture training footage across the region, working on site with Year 3 players, and travelling to Year 1 and 2 environments when required
- Track and report on NTP player performances across U18 and adult competitions each week
- Work collaboratively with NTP coaches to provide objective player feedback, video review, and performance insights that inform planning, decision making, and player development
- Provide support to NTP coaches and players in planning, design, and delivery of player IDPs
- Drive player and coach learning through engaging video, data, presentations and visual reporting, helping to create learning environments where players actively engage with and use performance analysis tools
- Maintain database of best practice clips to support player development
- Develop strong relationships with schools, clubs, and universities to support collaboration and effective file/video sharing processes
- Co-lead the analysis provision to Scotland U20s across 6 Nations and JWC campaigns, delivering video and data insights on team and individual performance, including opposition preview, targeted player tracking, and training and match reviews
- Manage analysis hardware, software, video, and data, including archiving and system upkeep
- Support pro academy, or other high-performance programmes as required
- Proactively explore and implement innovative methods of analysis and reporting, remaining current with emerging technologies, including Artificial Intelligence

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

- High-Performance colleagues
- Scotland U20 Coaching team
- Pro Academy colleagues
- National Talent Pathway coaches and colleagues
- Schools, clubs and universities
- Players

*“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
- **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 outcome

Knowledge & Experience

- Proven experience as a performance analyst, ideally within a professional sport environment
- Experience of leading a programme
Demonstrate competency with performance analysis software and hardware including: Hudl, Sportscore, Hudl Studio, Tableau/Microsoft Excel, Limit8 or other capture hardware, IP Cameras
- Excellent IT skills, particularly Apple software e.g.: Keynote
- Knowledge of rugby union advantageous
- Able to work long hours during competition periods, travel internationally and adapt to changing schedules
- Track record of working to deadlines in a demanding and fast moving environment
- Athlete welfare & safeguarding leadership including satisfactory PVG check
- A full, valid driving license is essential

Working Logistics

Location: Scotstoun Stadium, 112 Danes Drive, Glasgow, G14 9HD

Working pattern: Full time; regular evening and weekend working

Contract type: Fixed Term, 2 years

Reports to: Operational: NTP Year 3 Coach (West). **Functional:** Head of Performance Analysis