

Joondalup Brothers RUFC Inc.

Director of Rugby



This document is to outline the roles and responsibilities for the position of Director of Rugby (DOR) and is inclusive but not restricted to all points following.

Job Description

Reporting to the JBRUFC Executive Committee, the DOR will be in overall charge of the Rugby Brand of JBRUFC and will produce and implement a winning club strategy. Working with the Executive Committee, and Coaches, the DOR will have a major input into the strategies that enable the successful development of players for JBRUFC teams across all levels both Senior and Junior. Furthermore, the DOR will be required to undertake a review of Coaching Structures club wide and make recommendations to the Executive Committee detailing the findings.

Key Attributes

DOR will have a background of demonstrable achievement in a senior coaching role at either club or regional level. The role requires an influential personality who is highly self-motivated, an instigator and driver of progress, with a commitment to delivering success. A high level of integrity and credibility within the game, together with the ability to develop effective working relationships both internally and externally, is essential.

The Role

Develop and implement an agreed playing & coaching strategy. Take a practical lead as DOR to develop an agreed playing and coaching strategy and appoint a complementary coaching and support team who are aligned to that strategy. Possess the technical and tactical respect and credibility to implement this strategy through an integrated approach of best coaching practice.

Lead and develop a culture of success and shared values

Develop, implement and monitor the values, disciplines and behaviours that ensure a high performing team culture based on openness, honesty, trust and confidence. Lead the people and processes required to create a successful Team. Demonstrate the necessary planning, organisation and leadership skills to get the very best out of management and players to create a winning culture.

Relationship Management

Win the hearts and minds of the supporters, sponsors, and governing body to support and promote the JBRUFC Rugby brand. The DOR will report directly to the Joondalup Brothers Rugby Union Football Club Executive Committee.

Roles and Responsibilities

- To lead the club wide coaching team responsible for the developing the clubs playing group.
- Provide leadership and direction to planning the coaching program with the Senior Coaching Group.
- Ensure that strategies are designed to develop the skills and understanding of the players at all levels across the entire club.

- Evaluate all senior coaching sessions and games with the coaching team and players.
- Attend all trials, coaching sessions, matches and grading games.
- Mentor and advise coaches and players where appropriate.
- Provide feedback to coaches, players, parents and appropriate Joondalup Brothers Executive committee members.
- Work closely with the club appointed coaching coordinator.

Skills and Qualities

- To hold ARU minimum Level 3 Coaching Award.
- Commitment and Enthusiasm – this position will require a large time commitment involving evenings and some weekends for training and matches.
- Punctuality – the DOR sets the standards for the coaches, manager and squad.
- Planning – the DOR is directly responsible for planning the coaching program for the club.
- Leadership – the DOR sets an example and standards for the coaching team and squad. As such he will need to be able to inspire the coaching team and players to ensure that all involved maximize their potential. He may need to make difficult decisions about players, grades for players, standards of coaching etc.
- Delegation – the DOR needs to be able to delegate responsibility to the Team Coaches and Managers to ensure that they feel valued and their expertise is used effectively.
- Team Work – the DOR needs to be able to work effectively with the players, parents, coaches, manager and the Joondalup Brothers RUFC Committee.
- Rugby Knowledge – it is expected that the DOR will have the required level of knowledge to enable the coaches and players to achieve their potential.
- The DOR should have a sound understanding of the RFU performance pathway for players.

Support Staff

JBRUFC will provide support staff to the DOR. Support staff will include but are not limited to team managers, physios/strappers, on field first aid attendants along with rehydration attendants. It is the clubs desire to develop our local coaches and as such it's the clubs desire for the DOR to appoint coaches from within this group where possible. If however no suitable candidate is available, JBRUFC would accept the DOR recommendation for appointment of coaches.

Conclusion

It is the clubs desire to appoint a multi-year contract (3 years) which will include mid and post season reviews by the executive committee. The multiyear contract is sort to enable the DOR the time needed to grow and development all points listed above within this document. The Executive Committee will provide full support where required to the DOR along with providing all necessary coaching resources and equipment.