

POSITION OUTLINE

Western District Rugby Football Club (WDFRC) is seeking a committed and innovative Director of Rugby who will be responsible for the delivery of the senior rugby program coordination and activities to drive results across the club for the 2019 season. The position must contribute and commit to a strong rugby program operation, which is under pinned by the club's strategic rugby plan. This will enable the club to perform at the highest level.

You will bring a strong understanding and proven experience in rugby development, coach development, people management, game strategy, training programs and club operations. You will enjoy actively engaging with people and be adaptable to meet the ongoing needs of the organisation.

HIGH LEVEL TASKS AND RESPONSIBILITIES

The Director of Rugby is responsible for the recruitment, development and management of players and coaches at the Club. With specific responsibilities being:

a) Rugby Program

- Co-ordinating the implementation of the Club's "agreed playing philosophy" throughout all teams.
- Pre-season – in consultation with the 1st Grade Coach, develop well organised, fun and skilled based program which is inclusive for all grades.
- Oversee the implementation of the strategic rugby plan and development program throughout the club (including Wests Junior players where applicable).
- Advise on planning training to ensure team and individual player needs are met.
- Ensure all players receive clear, honest feedback and appraisal of their performance.
- Establish a transparent selection policy.
- Create Club standards consistent with the values of the game in consultation with the Team Managers, players and support volunteers.
- Set up a process to identify and develop talented players through the club and beyond, with focus on transitioning Wests Juniors to the Senior Club.
- Implement processes across the whole club to optimise fitness & conditioning, prevent & evaluate injuries, coordinate training & recovery sessions.
- Identify, recruit and develop coaches ensuring sufficient and appropriate coaching staff are assigned to each team (including illness cover).
- Establish the needs of club coaches and signpost them to relevant courses and continuing personal development.
- Develop and nominate players for representative programs (NRC, Brumbies Academy, Brumbies)
- Encourage the sharing and spread of best practice between coaches at different levels.
- Report to the Executive Committee on rugby matters and make recommendations on improvements/ initiatives that need to be implemented.
- Be aware of all administrative procedures regarding player registration and eligibility.
- Liaise with the Club coaches, players committee and team captains on matters such as playing facilities, equipment, playing gear, etc .

b) Recruitment Strategy

- Lead, (with support from the Committee and 1st Grade Coach) responsibility for the recruitment and retention of players, coaches and management and developing and maintaining links with local and inter-state schools and colleges.
- Provide succession planning to ensure that qualified coaches are appointed to all teams and coaches receive the appropriate training required by attending designated coaching courses and one on one development.
- Work with Committee members and 1st Grade Coach to develop strategies across a number of areas (social media, school engagements, universities, juniors) to optimise recruitment strategies.

c) The Director of rugby should:

- Have a Level 2 Rugby Australia Coaching accreditation (or be working towards achieving the accreditation).
- Be highly organised.
- Be up to date with the latest trends/ideas.
- Be innovative.
- Work closely with the 1st Grade Coach.
- Good communication skills – players/coaching staff/committee.
- Committed to working towards the club's goals.
- Develop positive relationships with players/coaching staff/committee.

STRUCTURE

The role is a permanent-part time role, with an expected 5-8 hour commitment per week. The Director of Rugby will report to the Committee of WDRFC and the President on a day-to-day basis, on behalf of the Committee. The role will be supported by an employed 1st Grade Coach, a strong Committee and energetic volunteer base. WDRFC are supported by Wests Junior Rugby Club who has strong age groups coming into the senior club in years to come.

APPLICATION PROCESS

Please submit your resume with a cover letter to AngusMcKerchar@gmail.com by 21st September. For further details please email Angus McKerchar at Angusmckerchar@gmail.com

For more information visit: www.westslions.com.au and <https://www.facebook.com/pg/Wests-Rugby-Club>

Applications and interviews will be conducted concurrently throughout the advertised timeframe of the application.

START DATE

Anticipated start date would commence 1 October 2018, initially for an eleventh-month contract, with an opportunity for extension.

SALARY

Annual fixed term-part time package to be negotiated.