

**HERIOT'S  
RUGBY**



# **SUPER6 HEAD COACH**

**HERIOT'S RUGBY FOSROC SUPER6**

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**RECRUITMENT PACK**





# HERIOT'S RUGBY CLUB

Established in 1890 in the heart of Edinburgh, Heriot's Rugby Club (HRC) is one of Scotland's most successful rugby clubs with a track record of success both on and off the field. We play a brand of entertaining rugby which sits at the heart of the club's player centric ethos of 'Exciting rugby for all' and this ethos ensures that Heriot's players develop into the best they can be, with many of our players achieving professional contracts and international recognition. We operate a very successful youth section, men's and women's amateur teams and at the fulcrum of the club sits our part-time professional team who compete in the FOSROC Super6 competition.

**Heriot's Rugby Club are currently looking to appoint a Super6 Head Coach** to lead the Heriot's Rugby Super6 side. The successful candidate will report to the Director of Rugby, and through into the Heriot's Main & Franchise Boards.

Applications in the form of a CV and covering letter should be emailed to [neil.meikle@heriotsrugbyclub.co.uk](mailto:neil.meikle@heriotsrugbyclub.co.uk) and should outline your relevant skills and experience for the post.

**Closing Date: Monday 5th September at 5pm**



<b>Reporting to:</b>	Director of Rugby, and through into the Heriot's Main & Super6 Franchise Boards
<b>Contract Type:</b>	Full time
<b>Location:</b>	Goldenacre, Bangholm Terrace, Edinburgh EH3 5QN

## Role Purpose

The Heriot's Rugby Super6 Head Coach shall be primarily responsible for preparing a squad of part-time professional players to compete successfully in the Super6 competitions and play in the 'Heriot's way' with attractive winning rugby to the fore. The SRU aim is that Super6 rugby will enhance the development of rugby players within Scotland.

A key contributor to Heriot's Rugby Super6 success will be the fostering of player development pathways through the Heriot's Junior Section, George Heriot's School, Partnership teams, the Heriot's Blues and the wider Edinburgh rugby community.

Along with extensive rugby coaching expertise the role calls for excellent leadership skills and a head for detailed rugby management. The individual will lead assistant coaches, team managers and our medical team to ensure there is a best in class rugby platform in place at Heriot's Rugby Club, enabling individuals and the Super6 team to maximise their rugby potential. The job holder must set and maintain high standards of behaviour, achievement, sportsmanship, and on and off field discipline, maintaining a culture of professionalism, as set down in a Code of Practice to support performance objectives.



## Key Deliverables

### HRC Strategy:

- Create and implement a blueprint for HRC which will ensure a pathway for rugby development at all levels. This will involve establishing extensive relationships throughout the rugby community and ensuring effective communications with all.

### Player management:

- Ensure that all players receive appropriate coaching at team, unit and individual levels (including individual player development plans for each squad member) which supports their technical, tactical, physical and mental development.

### Recruitment of players:

- Define and execute a player recruitment strategy for HRC Super6 through establishing effective links with schools, colleges, universities and other rugby clubs.
- Lead HS6 on player contract negotiations and management of player and agent relationships.

### Staff management:

- Work with coaching, analytical, medical and strength & conditioning staff at HRC, to ensure all aspects of team fitness, selection and administration are managed appropriately.
- Recruit coaching and support staff (e.g. medical, S&C, analysis)
- Set and assess performance objectives and targets for players and coaches

### Financial Management:

- Control and review in conjunction with the Financial Director and DoR all aspects of Heriot's Rugby Super6 budget

### Broader Super6 involvement:

- Support and participate in local and national coaching and coach development initiatives in agreement with Scottish Rugby.
- Work with Heriot's Rugby and Scottish Rugby to promote HRC and Super6 to supporters, sponsors and business partners.
- Work with Scottish Rugby and other Super6 Head Coaches to collectively drive the standards of performance at Super6 levels.

### Administrative:

- Provide monthly reports to the DoR and in turn HRC on the progress of rugby development across all aspects of the Club.

## Key Skills:

- The ability to build, lead and manage a team of coaches and support staff- forming strong relationships based on mutual respect and trust, reinforced with excellent communication and interpersonal skills
- Relevant rugby coaching experience with a successful track record of developing players and teams
- UKCC Level 4 Coaching qualification, or currently working towards, or willing to commit to the next available or relevant course
- Experience of attending and delivering CPD opportunities
- A track record of managing and working with in a set budget
- A comprehensive understanding of the running of a part-time professional rugby club and its associated amateur clubs, teams and schools as well as being responsible for a large number of the operational aspects of the club
- An in-depth knowledge and experience of rugby at the higher levels with a view to player recruitment and development.



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**If you wish to discuss the role further prior  
to applying please do email.**