



# Director of Rugby

## Role Purpose

The Director of Rugby (DoR) will provide leadership and direction for all rugby activities across the club, creating a sustainable and inclusive environment that supports the recruitment, development and retention of players, coaches and volunteers across the men's, women's, girls' and boys' sections. The DoR will work collaboratively with club committees, coaches and volunteers to promote participation, player development and success both on and off the field.

## Key Responsibilities

### Rugby Leadership

- Continue to develop the player pathway from minis and juniors through to senior rugby.
- Ensure consistency in coaching standards and playing philosophy across all sections.
- Promote a culture of inclusivity, enjoyment, respect and continuous improvement.
- Lead the long-term development of rugby programmes.

### Coaching & Player Development

- Support and mentor coaches throughout the club.
- Encourage coach education and RFU qualifications.
- Promote player-centred coaching and safe training environments.
- Establish opportunities for coaches to share ideas and best practice.

### Recruitment & Retention

- Develop strategies to attract and retain players across all sections.
- Support recruitment events and rugby taster sessions.
- Ensure clear pathways between age-grade and senior rugby.
- Identify and address barriers to participation.

### Women's & Girls' Rugby

- Support the Women's Head Coach in growing the women's and girls' sections.
- Encourage the recruitment and development of female players, coaches and volunteers.
- Ensure women's and girls' rugby is fully integrated within the club's rugby strategy.

### Community & Volunteer Engagement

- Build relationships with schools, community groups and local organisations.
- Promote the club's values and increase community participation in rugby.
- Support the recruitment and retention of volunteers and future rugby leaders.

### Governance

- Ensure all rugby activities comply with RFU regulations and club policies.
- Promote safeguarding, equality, inclusion and player welfare.

### Key Relationships

- Club Chairman and Executive Committee
- Senior Men's, Women's and Age Grade Coaches
- Mini and Junior Section Management
- Safeguarding and Welfare Officers
- Volunteers and Team Managers
- Local Schools, Colleges and Community Organisations
- RFU Representatives



## Person Specification

### Essential

- Strong understanding of community rugby and player pathways.
- Experience in coaching and/or rugby leadership.
- Excellent communication and organisational skills.
- Ability to inspire and develop players, coaches and volunteers.
- Understanding of RFU regulations and safeguarding responsibilities.
- RFU coaching qualification or willingness to obtain one.

### Desirable

- Experience across multiple age groups.
- Experience in developing women's and girls' rugby.
- Experience of community engagement and volunteer development.

### Success Measures

- Growth in player numbers and retention across all sections.
- Increased participation in women's and girls' rugby.
- Development and retention of coaches and volunteers.
- Clear player pathways into senior rugby.
- Positive club culture and increased community engagement.

### Time Commitment

The role requires a flexible commitment, including evenings and weekends, to support training, matches, meetings and community events.

**Remuneration:** A package is available for the right candidate and will be negotiated based on experience and qualifications.