

High Performance Coach Development Lead

This role will establish and maintain a world-class education and development programme for current and aspiring High Performance coaches. As an energetic and inspirational individual, you will demonstrate a strong strategic vision, have the ability to motivate others, whilst generating solutions and opportunities to support the ongoing development of High-Performance coaches.



About the role

Key Responsibilities:

- Develop a High Performance (HP) coach development strategy in conjunction with Rugby Development and key stakeholders.
- Develop and implement Personal Development Plans for HP coaches across national programmes and age-grade teams.
- Design, coordinate and deliver coach education and development programmes, ensuring alignment with global best practice.
- Align HP coaching with the community game through an integrated Coaching Plan and Blueprint.
- Lead succession planning and talent identification for coaches across all HP levels in Scotland.
- Collaborate with Rugby Development to deliver and quality-assure coach education across the Talent and HP Player Pathway (e.g. Master Coach / L4 course).
- Establish systems for identifying, mentoring and developing HP coaches and support staff across professional teams, academies and pathway programmes.
- Build and maintain relationships with Scottish coaches operating internationally.
- Promote coaching excellence and high technical standards across all HP environments.
- Establish and monitor key metrics to evaluate the effectiveness of the HP coaching strategy.
- Ensure all coach development content aligns with the Scottish Rugby Player Development Pathway and reflects leading practice.
- Maintain an accessible and consistent framework for coach education delivery at all levels.
- Support the continuous development of the coaching workforce through targeted learning and knowledge sharing.
- Manage key relationships with external stakeholders, including World Rugby, Six Nations and sportscotland.
- Act as an ambassador for Scottish Rugby, upholding its values and professional standards.
- Undertake additional duties as required to support organisational priorities.

Stakeholders

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

- High Performance Department
- Rugby Development Department
- Clubs, Schools and other public sector bodies

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Key Skills

High Performance

- **Business approach and collaboration:** You work collaboratively with others to develop inspiring coach development programmes and ways of working that are inclusive and build success, so we can meet our business objectives.
- **Emotional intelligence & interpersonal skills:** You display empathy and self-awareness, which establishes trust and builds confidence to resolve conflict and create a supportive work environment that in turn enhances team performance and business success.
- **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. You listen to people's views and show interest in their ways of thinking.
- **Stakeholder management:** you have a strength for collaboration which engages internal and external partners. This enables you to create boundaries and manage expectations, enabling projects to work on time and to budget.

Knowledge & Experience

- Success in working in high performance / talent development sports environments (rugby advantageous)
- Track record in coach education and/or workforce development
- Experience in successfully managing diverse teams in pursuit of agreed goals
- Positive influencer with strong negotiating skills
- Collaborative style of working
- Highly professional image in order to represent Scottish Rugby to various audiences
- Strong integrity, sincerity, and able to build trust with a team environment.

Working Logistics

Location: Oriam Performance Centre / Scottish Gas Murrayfield

Working pattern: Monday to Friday, full time, with regular evening and weekend working

Contract type: Fixed term (3 years)

Reports to: Head of Performance Pathways / Head of Regional Pathways and Game Development

*"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"*