



JOB DESCRIPTION

Club Head Coach (1st XV)

GOAL

To make the finals each season and try to win the Premiership. Club Head Coach will support all teams at the club and all coaches from Pathways (U6-U10), Juniors/Girls (U11-U18), Women's and Seniors (Colts +). All involved with club must carry current Working with Children's card and coaches must also carry relevant coaching qualifications. All involved in rugby at Box Hill must abide by both club and Rugby Australia codes and policies.

KEY RESPONSIBILITIES, TASKS AND ACTIVITIES

- Responsible for the running of coherent technical and tactical activities that support Premier Grade Rugby.
- Ensure the safety and welfare of all squad players and management group.
- Develop high levels of game understanding across all Premier Grade playing squads.
- Develop a successful team environment and take overall responsibility for the Premier Grade team's performances.
- Design, coordinate, implement, evaluate and record the effectiveness of all individual, unit and team developments. This process to be discussed and developed with all members of the squad management team.
- Establish performance targets and the criteria used to assess development.
- Implement the player's personal development plans.
- Develop the Premier Grade squad's style of play that is competitive and meets the standards for the respective grade.
- Accept and coordinate the involvement of Melbourne Rebels skills coaches and specialised coaches as and when deemed advantageous to the squad.
- Facilitate the development of all coaches within the Premier Grade structure.
- Support relevant off-field developments as agreed by the Team Manager for the relevant squad.
- Feedback regularly to the Director of Rugby and the Box Hill Rugby Club Board
- Provide match by match and end of season reports for The Director of Rugby.
- Comply with regularly scheduled performance reviews/appraisals by the Director of Rugby.
- Head Coach can undertake some recruitment endeavors however must do so with utmost professionalism as a club representative.
- To ensure the safety and welfare of all squad players and management group members

by facilitating and undertaking coaching and coach education sessions.

- Carry out duties to help support the Box Hill Rugby Union Club mission statement in line with the Club's core values.
- Current Working with Children's card is required and can be applied for online <https://www.workingwithchildren.vic.gov.au/individuals>

CODE OF CONDUCT

- 1. Respect the rights, dignity and worth of every individual as a human being.**
 - Treat everyone equally regardless of sex, disability, ethnic origin or religion.
 - Respect the talent, developmental stage and goals of each player in order to help each player reach their full potential.
- 2. Maintain high standards of integrity.**
 - Operate within the rules of your sport and in the spirit of fair play, while encouraging your players to do the same.
 - Advocate an environment free of drugs and other performance-enhancing substances within the guidelines of the World Anti-Doping Code.
 - Do not disclose any confidential information relating to players without their written prior consent.
- 3. Be a positive role model and act in a way that projects a positive image of coaching.**
 - All players are deserving of equal attention and opportunities.
 - Ensure the players' time spent with you is a positive experience.
 - Be fair, considerate and honest with players.
 - Encourage and promote a healthy lifestyle — refrain from smoking and drinking alcohol around players.
- 4. Professional Responsibilities**
 - Display high standards in your language, manner, punctuality, preparation and presentation.
 - Display control, courtesy, respect, honesty, dignity and professionalism to all involved within the sphere of rugby — this includes opponents, coaches, officials, administrators, the media, parents and spectators.
 - Encourage your players to demonstrate the same qualities.
 - Be professional and accept responsibility for your actions.
 - You should not only refrain from initiating a sexual relationship with a player but should also discourage any attempt by a player to initiate a sexual relationship with you, explaining the ethical basis of your refusal.
 - Refrain from criticism of other coaches and players.
 - Apply for a Working with Children Check at your local post office and/or provide when obtained.
 - Hold appropriate valid qualifications before commencing this role and provide evidence.
- 5. Make a commitment to providing a quality service to your players.**
 - Seek continual improvement through ongoing coach education, and other personal and professional development opportunities.
 - Provide players with planned and structured training programs appropriate to their needs and goals.
 - Seek advice and assistance from professionals when additional expertise is required.
 - Maintain appropriate records.
- 6. Provide a safe environment for training and competition.**
 - Implement appropriate risk management strategies to ensure that the training and/or competition environment is safe.
 - Ensure equipment and facilities meet safety standards.
 - Ensure equipment, rules, training and the environment is appropriate for the age,

physical and emotional maturity, experience and ability of the players.

- Show concern and caution toward sick and injured players.
- Allow further participation in training and competition only when appropriate.
- Encourage players to seek medical advice when required.
- Provide a modified training program where appropriate.
- Maintain the same interest and support toward sick and injured players as you would to healthy players.

7. Protect your players from any form of personal abuse.

- Refrain from any form of verbal, physical or emotional abuse towards your players.
- Refrain from any form of sexual or racial harassment, whether verbal or physical.
- Do not harass abuse or discriminate against players on the basis of their sex, marital status, sexual orientation, religious or ethical beliefs, race, colour, ethnic origins, employment status, disability or distinguishing characteristics.
- Any physical contact with players should be appropriate to the situation and necessary for the player's skill development.
- Be alert to any forms of abuse directed towards players from other sources while in your care.

8. Reporting

- The Coach reports to the Director of Rugby who in turn reports to the Board of the Box Hill Rugby Union Football Club.

**I have read and understand the duties, requirements and responsibilities of the role of
BOX HILL RUFC 1st XV COACH**

Name: _____ **Date:** _____ **Signature:** _____

Club President Name: _____

Date: _____ **Signature:** _____