



Job Description

TITLE: Academy Transition Coach (Forwards)

DEPARTMENT: Coaching

REPORTS TO: Director of Rugby / Senior Academy Manager

Salary: Negotiable depending on experience and qualifications

Bristol Bears Rugby is part of Stephen Lansdown's sporting group of companies which includes Bristol Sport, Bristol City Football, Bristol Flyers Basketball and each of their respective community charities. Our ambition is 'to inspire our community through rugby success'. Our supporters regularly attend Ashton Gate Stadium to watch the team perform in Premiership and European Cup Competitions.

JOB PURPOSE

To be responsible for supporting the development of Senior Academy players to achieve their potential whilst also driving alignment across all areas of the pathway.

KEY OBJECTIVES

- Work as part of an interdisciplinary team to support the short, medium and long term objectives of the Bears player development department
- Build meaningful relationships with players and staff that help support the development of young pathway players
- As directed by the DoR and Senior Academy Manager, lead / assist in the daily design, delivery and review of senior academy training sessions
- Contribute positively to the Bears vision and culture

KEY RESPONSIBILITIES (KPIs)

- Work on a daily basis with key identified Senior Academy players. Key roles include but not limited to: team / unit and individual skills sessions, undertaking 1 on 1 match reviews, management, support and review of players IDPs
- Support and when necessary, lead the practical delivery of the U18 programme
- In line with the succession plan, play a key role in the identification and recruitment of Senior Academy players



- As directed by the DoR provide coaching support to key partners in the performance pathway. Such support will help drive alignment and performance outcomes for pathway partners.

KEY RELATIONSHIPS

- Director of Rugby
- Academy Manager (Senior / Junior)
- Bears Senior Coaches
- Bristol Bears Athletic Performance Staff
- Bristol Bears Medical Performance Staff
- Bristol Bears Performance Analysis Staff
- Bristol Bears Partner clubs and schools
- National Age Grade Coaches

ESSENTIAL

- Highly developed analytical skills to support team and individual performance
- Ability to demonstrate excellent communication and people development skills
- Suitable experience of working and coaching in a professional rugby environment
- Demonstrate a strong and current understanding of player development
- Excellent organisation and time management skills

DESIRABLE

- University sports science qualification / related discipline or equivalent
- Experience and understanding of using Hudl Sports Code software

PERSON SPECIFICATION

- Minimum of RFU Level 3 Coaching Award (or equivalent)
- Detailed knowledge of player development and the issues that can aid or hinder the development process
- Detailed tactical and technical knowledge of rugby union
- Willingness to work irregular hours as necessary.
- GROWTH mindset

To apply: send in one document, CV & Cover Letter to careers@bristolbearsrugby.com

Closing date for applications: Thursday 21st July

Short Listing: Friday 22nd July

Interviews : Week beginning 25th July

HEALTH AND SAFETY

- Responsible for ensuring all health and safety procedures are followed at all times, with relevant paperwork to support
- To ensure all employees complete their all training required to do their job
- Report all incidents and accidents as required
- To report any hazards detected
- To complete and review the risk assessments for the department



EQUAL OPPORTUNITIES

We are committed to the principle of equal opportunity and its policies for recruitment, selection, training, development and promotion are designed to ensure that no employee receives less favourable treatment on the grounds of race, colour, nationality, religion or belief, sex, sexual orientation, marital status, age, ethnic and national origin, disability or gender reassignment.

SAFEGUARDING AND EQUALITY

Ashton Gate Ltd is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all employees to share this commitment.

