



Job Title: Player Development Centre Coach

Unit/School: Cardiff Met Sport

Grade: 3A/B

HERA: CMETS121

Core purpose of role

As one of three centres in the WRU Player Development Centre (PDC) network, our purpose is to deliver a localised, high-quality training and coaching programme for Wales' most high potential, pre-elite female players. The role of the PDC Coach is to support the delivery of an inspiring and transformational development environment for Wales' next generation of national and international female rugby players in East Wales. Supporting each of these identified players to be able compete at the elite level club (Celtic Challenge), and full-time rugby on the world stage with Wales.

Key responsibilities, deliverables and contributions

- Under the direction of PDC Lead, take leadership responsibility for all activity within the Player Development Phase (ages 18 -23) and the Performance Development Group (PDG).
- Support the PDC Lead in delivering the Talent Development Group (TDG) programme plan, to service a minimum of up to 25 players annually in an individualised manner that equates to an average of 16 hours per week for 46 weeks.
- Work alongside the PDC Lead in ensuring there is a coherent, progressive, and integrated approach to the biopsychosocial development of identified players in the PDC.
- Optimise high quality, progressive and needs-led coaching, training and developmentally focused competition opportunities for East Wales's most high potential Players, aligned to individual player plans that develop the person, the player, and the performer (athlete).
- Plan and deliver high quality, engaging and specific weekly coaching sessions for individuals and groups when and where appropriate (remote or central venues) as outlined by the PDC Lead.
- Assist with on field coaching delivery through a sound coaching approach that understands, reflects and supports the Welsh DNA, bringing it to life through technical, tactical and holistic player development.
- Assist in the implementation of practices and approaches that ensure players educational needs are integrated within their rugby player development and dual



career aspirations are supported through academic and vocational education engagement.

- Deliver a player profiling approach that informs both player identification, selection, and development.
- Support and deliver player development plans by tracking and monitoring individual progress, setting clear individual player goals. Also track and monitor players rugby commitments, training programmes and game time ensuring that optimal levels are consistently met.
- Help facilitate and model good working partnerships with the WRU, identified clubs (including Celtic Challenge), universities, schools, and colleges, to ensure appropriate playing programmes are facilitated for PDC players.
- Support a collaborative relationship with the Cardiff Met Women's Rugby Head Coach to develop players who are part of both programmes and work to develop this as a seamless choice for players pursuing higher education.
- Spend 0.2 FTE (Full-Time Equivalent) working with the WRU on the Emerging Player Programme (EPP) project that directly impacts the women and girls' player pathway in Wales.



Person specification

Essential qualifications / Professional memberships

- Hold a WRU Level 2 coaching award or presently working towards and registered / recognised Level 3 coaching award.

Essential experience, knowledge and skills.

1. Exceptionally, detailed and up-to-date technical and tactical knowledge of rugby, with the ability to apply this effectively for individual player and small group skills.
2. Be credible, passionate, and have a genuine thirst for developing women's performance rugby and female players.
3. An experienced rugby coach with a track record of developing and transitioning talented rugby players.
4. Experience and knowledge of working in a dynamic and complex environment that attempts to satisfy a multitude of stakeholders.
5. Experience of programme content development and delivery and a proven ability to communicate complex information, orally and in writing, in terms that are easily understood by a range of audiences and stakeholders.
6. Sound knowledge and understanding of the demands of performance rugby (in competition and training) and a strong knowledge of how to progressively develop players between the ages of 15 and 23 to meet these demands.
7. Understanding of GDPR legislation.
8. Demonstrated ability to assist in the creation of engaging, inspiring, and challenging high-performance learning environments.
9. Strong ability to build networks and working relationships and use them to facilitate the accomplishment of ambitious work goals.
10. Excellent IT Skills, specifically Microsoft package.



Desirable

1. Good knowledge and understanding of the structures and operations of Welsh Rugby from club to national level and a proven working knowledge of the educational systems in Wales.
2. Specialist knowledge and experience in backs and attack coaching.
3. Hold or the ability to achieve within the first year the TASS 'Talented Athlete Lifestyle Support' qualification.



Welsh skill requirements

Welsh is essential to our students and staff and is a key part of our provision and services. For every position at Cardiff Met, proficiency in Welsh language is either essential or desirable. You can find information about the levels by viewing our booklet: [Welsh language skills levels](#). If a skill is listed as essential in the table below, please ensure you demonstrate this in your online application form.

Language level and general descriptor	Listening	Reading	Speaking	Writing
A1 – Beginner Can understand and use familiar everyday expressions and very basic phrases in Welsh.	Desirable	Desirable	Desirable	Desirable
A2 - Basic user Can deal with simple, straightforward information and communicate in basic Welsh.				
B1 - Intermediate user Can communicate, to a limited level, in Welsh about things that are familiar and/or work related.				
B2 - Upper intermediate user Can express myself in Welsh on a range of topics and understand most of a conversation with a native speaker.				
C1 - Fluent user Can communicate fluently in Welsh.				
C2 - Master user Can communicate fluently on complex and specialist matters in Welsh.				

Disclosure & Barring Service requirements

This post requires an enhanced DBS child barred list check.

Supporting information

The University is a dynamic organisation, and changes may be required from time to time. This job description and person specification is not intended to be exhaustive.

The University is committed to the highest ethical and professional standards of conduct. Therefore, all employees are expected to have due regard for the impact of their personal behaviour and conduct on the University, students, colleagues, business stakeholders and our community. Each employee must demonstrate adherence to our Code of Professional Conduct. In addition, all employees should have particular regard for their responsibilities under Cardiff Metropolitan University's policies and procedures.