



Job Title: Head of Performance Rugby

Unit/School: Cardiff Met Sport

Grade: 7 A/B

Core purpose of role

As an integral leader within the Rugby System, the Head of Performance Rugby will provide visionary leadership, strategic oversight, and clear direction for the Performance Programmes at Cardiff Met University, including BUCS Super Rugby Men's and Women's teams, the Men's WRU Community Premiership squad and the WRU Player Development Centre – East. You will play a key role in ensuring integration of the Performance Programmes to the wider rugby and university sporting system.

As a dynamic and collaborative leader you will drive the performance ambitions of these programmes, harnessing the strengths of multidisciplinary coaching teams, operations staff and talented student-athletes within a high-performance university environment. You will use your skills to maximise the roles and impact of staff, volunteers and placement students and support delivery where appropriate.

Within the Rugby System, whilst driving a performance environment grounded in behaviours and standards of performance teams, you will recognise and build appropriately to the wider outcomes of university sport, experience of student-athletes and opportunities to leverage academic opportunities of research and work-based learning.

Key responsibilities and contributions

- Empower, guide and facilitate each programmes' staff to lead the delivery and planning of their daily environment.
- Lead the planning and delivery of structured and targeted recruitment plan for performance rugby, ensuring alignment and collaboration with wider student recruitment activity within rugby and the university.
- Across each programme, establish and lead key developmental priorities across the technical, tactical, physical, mental, and social pillars of performance.
- Lead, alongside the Head Coaches, designing and developing the game and training models for each team, focusing on both mental and physical performance.
- Lead the collective design, and support the daily and weekly implementation, of all periodized training plans, tailoring them to the unique context of the University environment while addressing the specific needs of the individual, student, and athlete.



- Manage all staff, placements and volunteers within the performance programmes including the workplans, objectives, behaviours and annual Performance & Development Review cycle as appropriate for each personnel group.
- Work closely with the Head of Rugby and Head of Sport System to contribute to the wider rugby system management and planning and ensure the Performance Programmes development is aligned to the wider needs of the rugby system and university sporting system, with high autonomy and alignment and fostering a culture of EDI.
- Design, shape and drive a performance culture which looks to consistently get the best out of individuals by creating a strong sense of belonging, meaning and purpose fitting to a performance and university context and environment.
- Regularly meet each Performance Programme Team to discuss and monitor the short, medium and long-term performance considerations and promote continuous planning and reflection.
- Work closely with the Head of Performance Services to develop the multi-disciplinary teams and integrate academic opportunities and work-based learning.
- Support all coaching staff in their design and delivery of Individual Development Plans for Performance Athletes and establishing a regular schedule for this continuous process.
- Be an active member of each programmes Coaching Team and attend training sessions and games, to provide active support and development for those coaches who are delivering as appropriate across the season and schedule and support team selection.
- Manage relationships with professional clubs and national programmes to facilitate the recruitment of players, support the development of current players and support players to obtain professional contracts.

Person specification

Essential qualifications / Professional memberships

- Level 3 Rugby Performance Coaching Qualification

Essential experience, knowledge and skills

1. Significant coaching, management and leadership experience in a rugby performance environment in a professional, academy or international setting.



2. Experience of managing programme design, content development, delivery, and evaluation of talent development programmes.
3. Experience of in game and training model design in a performance setting.
4. Experience and knowledge of managing teams and staff with different functions in a Multi-Disciplinary approach. Ability to combine each of these departments to produce successful performance outcomes.
5. Experience of developing and mentoring rugby coaches.
6. Knowledge and understanding of the university sport environments and unique nature of student-athletes.
7. Experience in establishing key elements of a performance culture.
8. Exceptional people management skills and experience of managing workforce in a sports environment and the ability to be empathic and adapt approaches to different roles of staff, volunteers and student placements.
9. Experience and knowledge of player recruitment and retention strategies
10. Experience of engaging with NGBs, partners and other stakeholders in the delivery and management of rugby programmes.

Desirable

1. Experience of working in or with university rugby programmes
2. Good knowledge and understanding of the structures and operations of Welsh Rugby from club to national level and a proven working knowledge of the UK Higher Education rugby system.
3. Further performance sport, leadership and mentoring qualifications and training

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 does not require a DBS 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.