



Job Title:	Men's Rugby Head Coach
Unit/School:	Cardiff Met Sport
Grade:	5A/B
HESA:	CMETS143

## **Core Purpose of the Role**

To lead, prepare and develop the Cardiff Met Men's Performance Rugby programme in alignment with the University's performance sport strategy; delivering performance while identifying, recruiting and developing talented student-athletes, through a clearly defined player pathway that integrates personal development, academic success and rugby performance. The Head Coach will work closely with the Head of Performance Rugby to ensure alignment and make contribution to the long term performance planning and strategy. The performance programmes consists of teams competing in BUCS Super Rugby and WRU Premiership.

## **Key responsibilities and contributions**

### **Strategic Alignment and Reporting**

- Ensure that all core aspects of the Men's Performance Rugby programme including; rugby preparation, player development, talent identification, recruitment, staffing, performance standards, cultural expectations and athlete welfare - are planned, aligned and agreed in collaboration with the Head of Performance Rugby. With progress, outcomes and key issues reported through rugby department line management and performance review systems.

### **Performance Programme Leadership**

- Lead the day-to-day planning and delivery of the Men's Performance Rugby performance programme, ensuring training, competition and player preparation align with BUCS demands, Cardiff Met performance standards and contemporary coaching practice.

### **Rugby Preparation and Match Performance**

- Plan, coach and manage all aspects of rugby preparation, including weekly training cycles, game models, tactical frameworks, opposition analysis, competition planning and match-day delivery.

### **Player Development Pathway**

- Design and implement a structured player development pathway that supports technical, tactical, physical and psychological progression across the rugby programme over both short- and long-term development cycles.



## **Talent Identification**

- Identify and assess emerging rugby talent through schools, colleges, academies, clubs and relevant WRU, RFU and other pathway networks, the rest of the UK and beyond, contributing to the long-term sustainability of the programme and ensuring alignment with Cardiff Met recruitment strategic priorities.

## **Player Recruitment**

- Lead the recruitment of student-athletes capable of contributing to the performance programme, while meeting academic entry requirements, working closely with admissions, marketing and performance staff. Work with a variety of staff to plan and deliver a coordinated programme of rugby recruitment activity, including experience days, reviewing footage, attending recruitment events and visiting clubs/academies, individual player meetings and supporting general university recruitment approaches.

## **Individual Player Planning**

- Contribute to and utilise individual development plans (IDPs) in collaboration with performance staff, ensuring players receive appropriate feedback, goal-setting and progression support.

## **Integration with Performance Services**

- Work collaboratively with strength and conditioning, medical, performance analysis, athlete lifestyle and wider student support services to ensure an integrated, athlete-centred support model for student-athletes.

## **Staff and Coach Collaboration**

- Support and contribute to the development of assistant coaches, interns and support staff, fostering a high-performance coaching environment within the Men's Performance Rugby programme.

## **Programme Standards and Culture**

- Establish and uphold standards of behaviour, professionalism, accountability and inclusion consistent with Cardiff Met values and elite sporting environments, while promoting a positive, high-performing culture that supports athlete welfare.

## **Monitoring, Reporting and Compliance**

- Lead programme performance reviews, recruitment reporting and programme evaluations, ensuring compliance with BUCS, WRU and University policies and procedures.



## **Person specification**

### **Essential qualifications / Professional memberships**

- Level 2 Coaching Qualification (or equivalent recognised award).

### **Essential experience, knowledge and skills**

1. Strong understanding of rugby union performance principles, game models and tactical frameworks.
2. Proven ability to prepare teams for competitive performance at a BUCS Super Rugby, Academy or professional level.
3. Experience of talent identification and recruitment within schools, colleges, academies or clubs within Wales and the rest of the UK and beyond.
4. Knowledge of WRU, RFU player pathways and the wider Welsh rugby landscape.
5. Ability to design and deliver player development programmes across short- and long-term cycles with a track record of success.
6. Demonstrable track record of coaching and developing rugby players within a performance environment appropriate to university, academy or senior competitive rugby.
7. Effective communication skills with players, staff and institutional stakeholders.
8. Ability to collaborate within a multi-disciplinary performance team.
9. Strong organisational and planning skills, including season planning and workload management.
10. Commitment to safeguarding, equality, inclusion and professional standards.

### **Desirable**

1. Level 3 or further coaching qualifications.
2. Experience of working with student-athletes, balancing performance demands and academic commitments.

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

**Disclosure & Barring Service requirements**

This post requires a basic 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.