



Job Title: Women's Rugby Backs Coach

Unit/School: Cardiff Met Sport

Grade: 4A/B

HESA: CMETS142

Core Purpose of the Role

To provide specialist coaching expertise to the Women's Rugby performance programme with a primary focus on developing the backs unit, enhancing attacking and defensive backfield performance, and contributing to the competitive success of the Women's 1st XV in BUCS Super Rugby and associated competitions. The coach will also support the broader performance group to provide specialist knowledge and work with players across the performance and development environments.

The post supports the implementation of the Women's Head Coach's game model and contributes to the wider performance strategy of Cardiff Met Rugby. The Backs Coach will lead the technical and tactical development of the backs unit, ensure alignment between individual, unit, and team objectives, and contribute to the recruitment and progression of high-performing student-athletes.

Key responsibilities and contributions

Backs Unit Leadership

- Lead the technical and tactical development of the backs unit, including passing, handling, decision-making, kicking, counter-attack, defensive systems, and backfield organisation. Integrate these technical components within the team's overall game model to ensure clarity of role, decision-making, and contribution to team strategy.

Training Session Delivery

- Plan and deliver high-quality, engaging, and targeted coaching sessions for the backs that build individual technical skills and collective unit performance. Ensure sessions are progressive, aligned with weekly training objectives, and reflective of performance analysis insights and review processes.

Match Preparation and Support

- Provide backs-specific input during match preparation, including preview meetings, unit walkthroughs, and clarity of roles in attack, defence, and transition. Support in-game tactical decision-making for the backs unit and contribute to post-match reviews to drive learning and adaptation.



Performance Analysis Integration

- Work with the Women's Head Coach, Head of Performance Rugby, and performance staff to utilise video and data analysis, opposition scouting, and statistical review. Translate these insights into practical coaching interventions for both individual and unit development, including targeted CPD and individual feedback.

Player Development and Progression

- Design and deliver individual development plans for backs players, setting clear, measurable goals aligned to the game model and positional requirements. Provide one-to-one coaching, feedback cycles, and skill development interventions that support long-term athlete progression within the Cardiff Met Rugby pathway and beyond.

Collaboration with Coaching and Support Staff

- Work collaboratively with the Women's Head Coach, Head of Performance Rugby, and other specialist coaches to ensure cohesive planning and delivery of the performance programme. Engage effectively with performance support staff (S&C, medical, performance analysis) to ensure integrated training design, recovery management, and performance planning for backs unit players.

Team Culture and Player Welfare

- Promote a positive, inclusive, and performance-driven team culture that emphasises accountability, respect, and female athlete welfare within the women's programme. Support load management, mental well-being, and the balance between academic and rugby commitments for student-athletes.

Talent Identification and Recruitment Support

- Contribute to identifying and engaging prospective backs talent by working with relevant staff to plan and support a coordinated programme of recruitment activity. Engage with schools and colleges, PDC programmes in England and Wales, elite club programmes, and national age grade teams, including through experience days, reviewing footage, attending recruitment events, and individual player meetings.

Programme Alignment and Reporting

- Ensure all coaching activity, unit planning, and performance objectives are developed in consultation with the Women's Head Coach and Head of Performance Rugby and reported through departmental line-management systems.

Safeguarding and Compliance

- Embed and uphold safeguarding, health & safety, and regulatory requirements (WRU/BUCS/University) in all aspects of coaching, player welfare, and programme delivery.



Person specification

Essential qualifications / Professional memberships

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

Essential experience, knowledge and skills

1. Expert technical understanding of backs play including enhancing attacking and defensive backfield performance.
2. Strong track record in planning and delivering structured, periodised training sessions.
3. Ability to translate tactical concepts into practical coaching that improves performance.
4. Experience in performance analysis tools and applying feedback to practice.
5. Knowledge of BUCS competition structures and performance pathways in higher education.
6. Effective communication and interpersonal skills, with the ability to lead player learning.
7. Capacity to work collaboratively within multi-disciplinary performance teams.
8. Strong organisational skills including session planning, reporting and reflective practice.
9. Commitment to safeguarding, equity, inclusion and female athlete wellbeing.
10. A proactive, self-motivated approach to driving unit standards and long-term improvement.

Desirable

1. Level 3 or further coaching qualifications.
2. Specialist forwards coaching qualifications and/or CPD.
3. 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
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 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.