



Job Title: Men's Rugby BUCS Lead Coach

Unit/School: Cardiff Met Sport

Grade: 5A/B

HERA: CMETS141

## Core Purpose of the Role

Acting as a Lead Coach in the BUCS Super Rugby Programme, the role will provide specialist coaching expertise to the Men's Rugby Performance programme with a primary focus on developing the forward pack, enhancing set-piece performance, and contributing to the competitive success of the Men's 1st XV in BUCS Super Rugby and associated competitions. The coach will also support the coaching team of the WRU Premiership to provide specialist knowledge and contributions as well as working with players across both teams.

The post supports the implementation of the Head of Performance Rugby's game model and contributes to the delivery of the wider performance strategy of Cardiff Met Rugby. The role will lead the technical and tactical development of the forwards players within the Performance and Pathway groups; ensuring alignment between individual, unit, and team objectives, and contribute to the recruitment and progression of high-performing student-athletes. The role will work closely with the Head of Performance Rugby to ensure alignment and make contributions to the long-term performance planning and strategy. The role has broader leadership responsibilities within the environment, acting as lead in the absence of the Head of Performance Rugby.

## Key responsibilities and contributions

### 1. 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.

### 2. Performance Programme Leadership

Lead the technical and tactical development of the forwards unit, including set piece (scrum, lineout), maul, breakdown, and contact areas. Integrate these technical components within the team's overall game model to ensure clarity of role, decision-making, and contribution to team strategy. Support 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.

### 3. Training Session Delivery

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

### 4. Match Preparation and Support

Provide forwards-specific input during match preparation, in-game tactical decision-making, and post-match reviews. Contribute to substitution planning and immediate feedback to enhance learning and adaptation.

### 5. Performance Analysis Integration

Work with the Head of Performance Rugby and wider 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.

### 6. 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.

### 7. Player Development and Progression

Design and deliver individual development plans for forwards, setting clear, measurable goals. Provide one-to-one coaching, feedback cycles, and skill development interventions that align with long-term athlete progression and the Cardiff Met Rugby pathway.

### 8. Collaboration with Coaching and Support Staff

Work collaboratively with the Head of Performance Rugby, other specialist coaches, and performance support staff (S&C, medical, and analysis) to ensure integrated training, recovery management, and performance planning.

### 9. Team Culture and Player Welfare

Promote a positive, inclusive, and performance-driven team culture that emphasises accountability, respect, and athlete welfare. Support load management, mental well-being, and balance between academic and rugby commitments.

### 10. Talent Identification and Recruitment Support

Contribute to identifying and engaging prospective forwards talent by working 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.

## 11. Programme Alignment and Reporting

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

### **Person specification**

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

##### **Essential:**

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

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

1. Expert technical understanding of forwards play including scrum, lineout, maul, breakdown and contact phases.
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. Specialist forwards coaching experience, with leadership and head coach experience.
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
<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.				



<p><b>C2 - Master user</b> Can communicate fluently on complex and specialist matters in Welsh.</p>				
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**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.