

GLOUCESTER ENGLAND RUGBY ACADEMY JUNIOR ACADEMY MANAGER

JOB DESCRIPTION

Job title:	Junior Rugby Academy Manager
Reports to:	Academy Director
Relationships:	Gloucester Rugby; Director of Rugby; RFU; England team coaches and development staff; Hartpury College; Sports Academy staff.

PRINCIPAL RESPONSIBILITIES

1. Assist the Academy Director in the management of the Gloucester England Rugby Academy and support players aged 13 – 18 within the process.
2. Lead the skills development of elite players aged 13 – 18 including 1-2-1 mentoring and maintaining individual review files.
3. Coach Gloucester Rugby's under 15's team and provide input to the county under 16 and under 18 teams.
4. Co-ordinate the AASE programme partnered between Gloucester Rugby and Hartpury College which includes the delivery of skills coaching.
5. Oversee the Schools of Rugby and Junior Talent Development programmes and co-ordinate volunteer coaches.
6. Ensure academy players aged 16 – 18 follow the agreed education, coaching and referee pathways.
7. Liaise with local RFU development staff to oversee the establishment of structures and feeder systems that identify playing talent within existing club, school and CB development squads, and by direct referral.
8. Forge clear and positive relationships with teachers of rugby, coaches and development staff within feeder schools, clubs and CBs.
9. Identify and recruit athletes with potential from other sports.
10. Assist athletes within the academy programme to achieve the agreed world class performance standards for fitness, diet, skill measures and attitude. Monitor achievement against these standards.

11. In conjunction with the Academy Director and Player Tracking Administrator ensure all player tracking information is entered onto the RFU player tracking database.
12. In conjunction with the Academy Director establish an effective lifestyle mentoring process for all members of the academy squad.
13. Assist the Academy Director to broker flexible academic support services from appropriate local providers of higher, further and secondary education.
14. Assist the Academy Director to ensure the highest level of analysis is performed and available regarding all academy scholars and share that information with club Director of Rugby and the Director of the National Academy.
15. With the Academy Director identify and recommend appropriate specialist coaching support for the academy from England teams management and specialist coaching staff.
16. Assist the Academy Manager to maintain squad discipline on and off the field to the highest standards and to administer the approved disciplinary procedures for the squad.
17. Undertake an appropriate programme of in-service courses along with other academy coaching staff.
18. Plan and work within agreed budgets.

ACCOUNTABILITIES

- To deliver development targets for individual athletes within the academy squad as agreed with Academy Director and the club Director of Rugby.
- Assist Academy Director to produce and prepare players for professional contracts with the club and to challenge for places within England representative sides.