

**GLOUCESTER ENGLAND RUGBY ACADEMY
JUNIOR ACADEMY MANAGER**

PERSON SPECIFICATION

Experience

Sound understanding of, and a track record of work in/ with rugby union.	Essential
Sound understanding of the processes involved in the development of elite athletes/players (likely to be the result of a proven track record of achievement).	Essential
Significant experience in developing useful working partnerships with both sports and non-sports based organisations.	Essential
Significant coaching and player development experience.	Essential
Significant experience of individual young player mentoring and support.	Essential
Resource management experience.	Desirable
Experience and understanding of the use of ICT (to be utilised in the context of player development, monitoring and evaluation).	Desirable
Experience of procuring services and support via a variety of methods.	Desirable
A knowledge and experience of how effective processes enable young people to effectively develop their sporting performance.	Desirable

Qualifications

A degree or equivalent qualification	Desirable
Coaching qualifications	Essential

Personal abilities and skills

Excellent communication and inter-personal skills. The ability to motivate, enthuse, persuade, negotiate and influence others.	Essential
Strong coaching and analytical skills.	Essential
The capacity to work effectively at all levels with a range of people and organisations.	Essential
Empathy with, and understanding of, the sporting needs of young people.	Essential

Excellent personal organisation skills. Ability to prioritise/ meet deadlines. Essential

The ability to gain the trust and confidence of others, and a commitment to mentoring talented young players. Essential

Energetic and enthusiastic personality, able to cope with unexpected and stressful situations. Essential

Confident presentation skills and an ability to 'sell' and present ideas in a professional manner. Essential

General

Current, valid driving licence, access to motor vehicle for work purposes Essential

Willingness to work long, unsociable hours, including evenings/ weekends etc. Essential