



**Hawick RFC & Langholm RFC** in partnership with **Scottish Rugby** seek to appoint a full time **Rugby Development Officer** to drive the growth of youth and junior rugby, in both the boys' and girls' game in their respective catchment areas. The **Development Officer** will come in to support Graham Hogg, the existing Hawick Development Officer, and will have responsibility for the development and delivery of a rugby programme embedded into local **Secondary Schools** and associated targeted cluster **Primary Schools** for each club. This is an exciting opportunity for someone who has experience delivering rugby sessions to Primary and Secondary pupils and who is passionate about the development of children through youth rugby. The Development Officer will play a key part in the continued development and growth of rugby in the Borders and support both clubs' youth rugby activities.

#### **Role Details:**

- Initial 18-month contract but with a reasonable expectation that this will be a continuing and developing role over time subject to funding.
- Full time, 35 hours per week with hours split between the two clubs.
- Salary £20,000, dependent on experience.
- Delivery to be based within local Borders Schools in the Hawick & Langholm clusters, as well as at the clubs themselves.
- Will require a flexible approach to working hours, with a mixture of weekday, weekend, and evening work.

\*Please note – this is not a paid coaching role and there is no relocation package.

#### **Key Responsibilities:**

- Develop and deliver quality rugby programmes for boys and girls in primary and secondary schools, creating, maintaining, and enhancing close links with local schools in order to increase participation and improve pathways in rugby for children and youths.
- Increase playing participation in the clubs through inclusive programmes within the club's and schools' sections.
- Deliver high quality coaching sessions where required to the clubs and relevant community groups.
- Work with volunteers, schools, club coaches, Scottish Rugby and other external sources with regards to delivery of the programme.
- Help raise the profile of rugby and the partner clubs within the community.
- Work alongside club coaches to deliver and implement a long-term player development programme within the clubs.
- Work with the clubs' Youth and Mini squads and their team coaches to maximise player recruitment, enjoyment, and retention.
- Promote the values of Scottish Rugby within the school environment.
- Assist the clubs in the planning, delivery and development of Youth and Mini festivals.
- Co-ordinate and deliver a holiday programme during school holidays (Easter and summer).
- Work alongside those delivering strength and conditioning programmes.
- Complete a delivery report at the end of each month.

### **Role Specification:**

- Highly motivated and self-driven.
- Good understanding of and experience delivering rugby participation and rugby development programmes, preferably with children and young people.
- Capable of inspiring hard to reach groups.
- Strong interpersonal and communication skills including the ability to effectively liaise with players, coaches, administrators, and stakeholders.
- Strong organisational skills.
- Coaching Essentials (Level 1 Rugby Coaching) qualification but looking to do Aspiring Coaching Programme (Level 2 Rugby Coaching) qualification.
- Have an understanding of all the age grade law variations from minis to youth rugby.
- Valid first aid certificate.
- Valid UK driving licence.
- PC Literate including Excel, Word, and Email.

The individual will require a PVG for working with children.

For more information on the role please contact Graham Hogg, Development Officer, Hawick RFC at [hawickrugbydo@gmail.com](mailto:hawickrugbydo@gmail.com)

To apply, please email a cover letter and CV to – [hawickrugbydo@gmail.com](mailto:hawickrugbydo@gmail.com)

Please also include a 10min video of a coaching practice (YouTube or WeTransfer) where you are leading the main content of the session (not a warm-up). Reach out to Graham if you would prefer to send the video by WhatsApp.

Closing date: Sunday 6<sup>th</sup> November 2022.