

Gordonian RFC Head Coach

Position: Senior Men's Head Coach

Reports to: Director of Rugby & GRFC Committee

Work Pattern: Part-Time

Remuneration: Competitive package

Location: Aberdeen, Scotland

Posting Date: 17th March

Closing date: 25th April



Job Purpose: To oversee, develop and implement an ambitious coaching strategy to ensure the continued success of men's rugby at Gordonian RFC.

Job Description: Gordonian RFC is seeking to recruit a new enthusiastic, qualified and ambitious Head Coach for its senior men's team. The primary role of the candidate will be to ensure the success and development of the men's senior playing teams (1st & 2nd XV). A secondary aspect of this role will be to take a leading role in implementing the Club's Development Plan alongside the Director of Rugby. The successful candidate will also help with the integration of youth players into the senior game.

The candidate will have a proven track record in coaching rugby and should demonstrate the understating of what skills / traits it requires to run and develop an ambitious rugby programme.

Main Duties and Responsibilities:

- Plan the coaching program for pre-and-in-season training to support the development of player skills at all levels. Providing challenging, active and effective coaching sessions for the entire player base.
- Select teams for all matches with the senior coaching staff in line with the club selection criteria. The successful candidate is also expected to attend all 1st XV Matches.
- Coordinate and manage the senior coaching team and support staff.
- Analyse the playing status of the current senior playing group.
- Develop individuals' skill set, confidence and fitness levels.
- Develop / build on the current exciting, ambitious and effective game plan.
- Work with other parties to ensure players' nutrition, fitness, strength and conditioning and performance mindset allows them to thrive.
- Be familiar with the current SRU Blueprint and Coaching Strategies.
- Evaluate match performances and training sessions with the coaching team and senior players, evolving the coaching program as necessary.
- Support the club's recruitment objectives with regards to the 1st XV and the wider player base.

- Build and embed a process to identify and develop playing talent across the club including providing regular, clear and constructive feedback to individual players from all squads on how they can improve.
- Ensure that Gordonian RFC is a welcoming and safe environment for all players at all stages of the game.
- Work with the medical support team regarding player welfare and any individuals return from injury.
- Integration of youth players into senior men's rugby teams at Gordonian RFC.

Experience & Knowledge:

- Experience of leading, planning and delivering coaching sessions and analytical information (team and player specific);
- Player centred / match day approach to coaching and player development;
- Excellent knowledge and understanding of up-to-date coaching practices and laws;
- Experience of player recruitment. The club would like to act as an attractive opportunity for talented players in the local area and for those seeing Aberdeen as a potential moving spot (i.e. Students / Full Time Employment).

Skills & Abilities:

- Excellent communication, organisation and time management skills;
- IT skills necessary for analysis and presentation development;
- Excellent motivational and interpersonal skills;

Qualifications:

- UKCC Level 3 Qualified or equivalent (or a minimum Level 2 working towards Level 3);
- Satisfactory Disclosure Scotland PVG Check;
- Demonstration of continuous professional development.

If you would like to apply for this exciting opportunity, please forward your CV and detailed covering letter summarising your suitability for this role to seniordor@gordonianrugby.com by no later than 5pm on Friday 25th April.

For an informal discussion about the role, please call or message Director of Rugby, Bevis Reid, on 07784567398.

About Gordonian RFC:

Founded in 1904/05, Gordonian Rugby Football Club has seen many changes in its constitution and fortunes over the last 120 years but has a proud history and standing in the Scottish game. Originated solely for former pupils of Robert Gordon's College, the club fully opened its doors in the early 1970s to welcome rugby players of all abilities and backgrounds and is proud of the extended community it serves.

In recent future the club has made strides back towards the top of the amateur game in Scotland. Our 1st XV have secured promotion to National 1 for the 2025/26 season and are in the quarter final of the National League Cup, and our 2nd XV have won the Caledonian North 2 (Grampian Conference) with a playoff to come for promotion to Caledonian League Division 1. The 1st XV will be the top ranked team north of Stirling, and the 2nd XV would be the in highest regional league if promoted.

Whilst the future of the club looks bright, the whole club wants to continue to develop by consolidating experience from previous seasons and building on our sustainable, competitive, and welcoming environment, with our people – players, volunteers, supporter and sponsors – at the heart of everything we do. We are very excited for someone joining us on this journey.