

# 1<sup>st</sup> XV Head Coach | Melrose Rugby Club

## Lead a Club. Build a Culture. Create a Legacy.

Melrose RFC is one of the most iconic clubs in Scottish rugby. Built on a proud history, ambitious people, and a passionate community, we are seeking an outstanding **Head Coach** to lead our senior rugby programme into its next chapter.

This is not simply a coaching role. We are looking for a leader who can inspire and develop people, build a player-led culture and a team capable of competing for honours while remaining true to the values that make Melrose special.

## The Opportunity

Reporting to the Director of Rugby, the Head Coach will lead the planning, delivery, and performance of the men's senior rugby programme.

The successful candidate will be responsible for:

- Leading all aspects of senior team performance.
- Developing and implementing an attractive and successful playing identity for Melrose.
- Building and supporting a player-led team culture.
- Creating a high-performance environment that develops players and coaches.
- Building strong relationships with players, volunteers, supporters, sponsors, schools, and the wider club.
- Working closely with age-grade and development pathways to ensure long-term success.
- Contributing to recruitment and retention strategies.
- Supporting the development of a strong leadership group within the playing squad.
- Managing and coordinating the wider coaching and performance staff.

# **What We Are Looking For**

We are seeking an individual who can demonstrate:

## **Leadership**

- The ability to inspire, challenge and develop people.
- Strong communication and relationship-building skills.
- A commitment to creating a positive and demanding player-led culture.

## **Rugby Expertise**

- Proven coaching experience at senior rugby level.
- Strong technical and tactical understanding of the modern game.
- The ability to develop winning teams while improving individual players.

## **Player-led culture**

- A belief that the strongest teams are not coach-dependent: players must ultimately own standards, behaviours and preparation.
- Experience of empowering players to lead standards and behaviours.
- A commitment to building a team-first environment characterised by accountability, self-improvement, enjoyment and excellence.

## **Coach culture and staff leadership**

- An ability to lead coaches as well as players - creating alignment, clarity and shared standards across the coaching group.
- A culture of preparation, review and continuous improvement, where coaches model the behaviours expected from players.
- A willingness to collaborate, accept challenge and develop other coaches, including future leaders within the club.
- Clear communication with the Director of Rugby and Rugby Board on direction, progress, challenges and support required.

## **The Culture We Want to Build**

Melrose wants a senior environment where players lead, coaches enable, and the club thrives.

That means culture is not a slogan. It must show up in how the squad trains, speaks, prepares, reviews, selects, responds to setbacks and represents the club.

All aspects of coaching must be supportive of and consistent with this approach.

## **Application Process**

Applicants are invited to submit:

1. A rugby CV outlining coaching and leadership experience.
2. A covering letter explaining why they are interested in the role.
3. A presentation addressing the following two topics:

### **1. Your Vision for On-Field Success at Melrose**

Please outline:

- How you believe Melrose should play.
- Your coaching philosophy.
- How Melrose can consistently compete with the best teams in Scotland.
- Your approach to player development and recruitment.
- Your Vision on how this would be coached.
- Key performance indicators you would use to measure success.
- What success would look like in Years 1, 2 and 3.

### **2. Your Vision for a Player-Led Culture**

Melrose believes that the strongest teams are led by players, not coaches.

Please explain:

- What a player-led culture means to you.

- How you would develop leadership throughout the squad, including younger players and quieter voices.
- How responsibility and accountability should sit with players.
- The role of the coaching staff within a player-led environment.
- How you would build standards that players own rather than standards imposed by coaches.
- Examples of successful player-led cultures you have experienced or admire.

## Why Melrose?

This is an opportunity to lead one of Scottish rugby's most respected clubs.

You will join a club with history, ambition, and a player pathway.

We are seeking a coach who can combine ambition with self-awareness, performance with development, and excellence with enjoyment.

Above all, we are looking for someone who can help create a team where:

**Players lead. Coaches enable. The club thrives.**

**Our Vision is to compete for championships whilst building a culture of sustainable success.**

**Applications to:** [directorofrugby@melroserugby.org](mailto:directorofrugby@melroserugby.org)

**Closing date:** Friday 14<sup>th</sup> August

**Interviews:** From 24<sup>th</sup> August