

Men's Rugby Coach- Role Description & Person Specification

Why work in partnership with us?

At the University of South Wales Students' Union, we are led by students, for students. We ensure that students have the best possible experience while studying at University of South Wales. As a separately run organisation which works in close collaboration with the University of South Wales, we provide provision for students across a range of services. More specifically our Engagement Services department ensures that students have access to opportunities to shape their Union and University experience, receive impartial and confidential advice and have access to a programme of student-led activities through societies and club provision. Our Sporting programme forms a core part of this.

This contract offers the opportunity to work in partnership with us to shape an inclusive and engaging sporting programme that reflects the needs of our students. By working collaboratively with the Students' Union and University colleagues, the successful provider will play a key role in enhancing participation, promoting wellbeing and enabling students to develop their skills, compete at their best and enjoy university rugby.

Type: Contract for services (self-employed)

Remuneration: Please see remuneration schedule

Hours: Hours will be agreed in advance and will vary according to the operational requirements of the Students' Union and Men's Rugby programme.

Location: USW campuses and fixture venues.

Contract Duration: W/c 14 Sept.26 until April 2027

Responsible to: Head of Engagement

Purpose of Role

The Men's Rugby Coach will provide high-quality coaching services to the University's Men's Rugby programme, leading the technical, tactical and personal development of players to support individual progression and team performance. Working collaboratively with the Club Committee and the Head of Engagement, the Coach will deliver a structured coaching programme covering all aspects of the game and create a positive, inclusive and ambitious environment where students can develop, perform and compete successfully in BUCS and other university competitions.

Main Duties and Responsibilities

1. Coaching and Performance



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- Design, deliver and evaluate a progressive annual coaching programme for the Men's Rugby team.
 - Plan and deliver engaging, evidence-based training sessions that support technical, tactical, physical and personal development.
 - Coach all aspects of rugby performance, including:
 - Set-piece play, including scrum and lineout
 - Maul and breakdown
 - Ball carrying and contact skills
 - Passing, handling and distribution
 - Attacking structures and patterns
 - Defensive systems and organisation
 - Kicking and kicking strategy
 - Transition between attack and defence
 - Support play and continuity
 - Individual and unit positional skills
 - Team shape, structures and tactical systems
 - Develop individual technical skills appropriate to players' positions and roles.
 - Establish individual development plans where appropriate and provide regular feedback to support player progression.
- Foster a positive learning environment that encourages ownership, accountability and continuous improvement.

2. Match Preparation & Competition

- Assist with squad selection for BUCS and cup fixtures.
- Produce weekly game plans and tactical approaches covering both attacking and defensive strategies.
- Attend BUCS fixtures and additional cup competitions where required.
- Deliver pre-match preparation, in-game coaching and post-match reviews.
- Analyse team and individual performances, identifying trends to inform future training and development.

3. Player Development

- Build strong relationships with players to support their sporting and personal development.
- Encourage leadership within the playing group.
- Support student captains in developing standards, accountability and culture.

4. Recruitment & Retention

- Oversee and support the trials process for USW Men's Rugby team.
- Assist in identifying talented prospective students through outreach and recruitment opportunities.
- Support transition of new students into the programme.



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- Contribute to player retention initiatives throughout the academic year.

5. Programme Development

- Work collaboratively with other coaching staff and Head of Engagement to deliver an aligned, holistic coaching programme.
- Contribute to the ongoing development of the Men's Rugby performance programme.
- Assist in the development of performance standards and coaching resources.
- Support the achievement of the wider objectives of USWSU and USW Sport.

6. Safeguarding, Welfare & Compliance

- Promote a safe, inclusive and respectful environment for all participants.
- Deliver coaching in accordance with WRU, BUCS, University and Students' Union policies and procedures.
- Comply with safeguarding, health and safety, equality and diversity requirements.
- Maintain appropriate coaching qualifications and undertake continuing professional development.
- Report safeguarding, disciplinary or welfare concerns promptly and appropriately.
- Signpost students to appropriate University wellbeing and support services where required.
- Promote and uphold the values of USWSU and USW Sport, ensuring that player conduct reflects these values both on and off the field.

7. Communication & Administration

- Maintain effective communication with players, student leaders and Students' Union staff.
- Attend meetings as required.
- Submit monthly reports and attend termly review meetings with the Head of Engagement.
- Assist with fixture planning, pre-season activities and other club events as required.
- Undertake any other duties commensurate with the level and responsibilities of the post.

Person Specification

Criteria	Essential	Desirable
Knowledge, Education & Qualifications	• WRU Level 2 or above Coach (or equivalent).	• First Aid, or equivalent professional training.



	• Strong understanding of rugby coaching principles, technical development and tactical approaches. • Good understanding of both forward and back play and how these units contribute to overall team performance. • Knowledge of set-piece, breakdown, attacking, defensive and transition principles. • Understanding of equality, diversity and inclusion principles. • DBS and relevant safeguarding qualifications as per governing body requirements	• Understanding of the role of Students' Unions.
Experience	• Experience coaching rugby union within a club, academy or university environment. • Experience planning, delivering and evaluating structured rugby coaching sessions. • Experience coaching and developing players across different positions and playing units. • Experience of working collaboratively with a range of stakeholders and	• Experience coaching within BUCS. • Video analysis experience.

	building effective working relationships.	
Skills & Competencies	• Excellent planning and organisational skills. • Strong communication and interpersonal skills. • Ability to motivate and inspire student-athletes.	• Ability to communicate through the medium of Welsh (spoken and/or written) or a willingness to develop Welsh language skills.
Other Requirements	• Full UK driving licence and access to a vehicle. • Ability to work evenings and Wednesdays during the BUCS season.	

Remuneration Schedule:

As an independent contractor engaged under a Contract for Services, you will be paid monthly in arrears for services delivered. Payment will be made in accordance with the agreed rates set out below and will be subject to submission of an approved invoice.

Reason.	Rate of Pay	Maximum Claim
Training – including on pitch training, analysis and other non-fixture related activities	£20p/h	Up to 4 hours per week for 25 weeks in academic term time.
Fixtures – Including BUCS League and Cup fixtures	£35 per fixture (Home) Up to £50 per fixture (Away)	Up to 11 league fixtures, with a possible 3 additional fixtures based on performance in Cup matches Away fixtures will be calculated at £35 flat rate, and an additional £5 per hour of travel (Capped at £50).
Travel Cost	£0.55 per mile	USWSU Shall reimburse reasonable travel expenses for away fixtures only when agreed prior with the Union and subject to if suitable transport options are in place.



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		Milage will be calculated from USW to the fixture venue and return.
Trials	£20p/h	Hours agreed in advance with the Fixtures Co-ordinator.

Applications must be submitted by 24th August 2026 via the USWSU 2026-27 Sports Coaches Application Form.