

POSITION DESCRIPTION

Position: First XV Rugby Union Head Coach

Employment Type: Contract/Temporary – Fixed Term 2 years

Reports to: Director of Sport

Position Purpose

The First XV Rugby Union Head Coach at Villanova College is responsible for leading all aspects of the preparation, coaching, development, and management of the First XV Rugby Union Team. The Head Coach will work closely with the Director of Sport, AIC Sport Coordinator, Director of Coaching and Assistant Coaches to develop the College Rugby Union programme. This role is integral to the College Sports Department and contributes significantly to the overall Rugby Union programme by establishing, maintaining, and modelling the Villanova vision and values for the First XV players.

The First XV Rugby Union Head Coach at Villanova College is more than a coach - they are the driving force behind a team of young athletes striving for excellence. This role is an opportunity to shape the future of Rugby Union at Villanova College, fostering a culture of commitment, teamwork, and sportsmanship while developing the skills and talents of our players.

This position is a unique contract opportunity to contribute to our Rugby Union programme and make a lasting impact on the lives of Villanovan students. We invite those who share our commitment to excellence in sport and education to apply. Please note that this is a contract/temporary position.

We look forward to welcoming our new First XV Rugby Union Head Coach to the Villanova College community.

Reporting Relationships

The role reports to the Director of Sport and works collaboratively with the AIC Sport Coordinator, Director of Coaching and Assistant Coaches. There is also scope within the role to build your own Assistant Coaching team. This can be discussed at the interview stage.

The First XV Rugby Union Head Coach will also have a collaborative relationship with fellow coaches, staff, students, families and other key stakeholders within the Villanova College community.

About Villanova College

Villanova College is an independent Catholic school for boys under the care of the Augustinian Order. It was founded in 1948 by five Irish priests on a 10-acre property in Hamilton, with the large onsite residence, called 'Whinstanes', functioning as three classrooms, a chapel and sacristy.

The College moved to its present site in Coorparoo in 1954, where it still sits on the grounds of historic home 'Langlands'. From 40 students to over 1,500, Villanova has continued to grow into the close community we now cherish today.

The Augustinian Order has a long history in education reaching back 750 years, and Villanova has made a love of learning and pursuit of understanding part of its character since day one. This unrelenting pursuit for knowledge and understanding ensures our lives will be based on truth, for it is truth that conquers. This is reflected in the College motto: Vincit Veritas ("Truth Conquers").



Villanova College prides itself on being an equal opportunity and family-friendly workplace. The College employs over 250 staff across a variety of areas and all staff play a valuable role in supporting the College in making a difference in each young man's life.

Our goal is to facilitate a supportive and collegial work environment to assist staff to produce exceptional outcomes for the young men and for their own professional development and job satisfaction. The College offers a variety of different benefits to staff, including opportunities for professional development, career progression and a wellbeing program. A distinct feature of our Augustinian values is the strong sense of welcome and community that unites staff, parents and students. We treasure open, friendly, and caring relationships between teachers, staff and students, and welcome people of all faiths and denominations to share our story of hope as we strive for excellence in boys' education.

Responsibilities

- Lead the First XV Rugby Union Team with passion and expertise, overseeing all aspects of preparation, coaching, and development.
- Establish and embody the Villanova First XV Rugby Union vision and values, inspiring players to strive for their best both on and off the field.
- Monitor and assess player performance, providing constructive feedback and personalised development plans.
- Foster open and effective communication with players, conducting information sessions to support fellow coaches and develop the team.
- Collaborate with the Director of Sport, AIC Sport Coordinator and Director of Coaching to evolve and enhance the College Rugby Union programme.
- Create a positive and engaging environment where students find Rugby Union to be a rewarding and enjoyable experience.
- Demonstrate flexibility and dedication, by attending all training sessions, games, post-match functions, trial matches, camps and tours throughout the Rugby Union season.
- Actively promote and enforce safety protocols and guidelines in all Rugby Union training and matches.
- Regularly monitor and assess the physical and mental health of student players, and take immediate action when concerns are identified.
- Collaborate with healthcare professionals as required to ensure appropriate medical support is available at all times.
- Advocate for a culture of respect and care, where student health and wellbeing are prioritised above all else. This includes making decisions that are in the best interest of the student physical and mental health, and fostering an environment where students feel safe to express any concerns or issues.
- Address challenges with diplomacy and tact, making informed decisions that benefit the team and the College's Rugby Union programme.

Role Requirements/Key Criteria

These criteria ensure that the selected candidate has the necessary skills, experience and personal qualities to excel in the role and contribute positively to the Villanova College Rugby Union programme.



1. Current minimum Level 2 Coaching Accreditation (Level 1 accreditation with the aspiration to achieve Level 2 will still be considered). Recent experience coaching Rugby Union at a recognised high level of competition and/or within a school environment.
2. Proven ability to lead, manage and mentor a Rugby Union team, with strong interpersonal skills and the ability to inspire and motivate all players.
3. Excellent communication skills, with the ability to effectively communicate with players and their families, fellow coaches and other key stakeholders. Experience conducting informative sessions, implementing coaching cues, game plans and specific instructions is highly desirable.
4. Ability to commit to the hours required to train the First XV Rugby Union team in Terms 4, 1 and 2 of the school year and attend all training sessions, trial matches, games, post-match functions, tours and camps throughout the Rugby Union season.
5. Demonstrated ability and desire to embody the College vision and live a lifestyle that aligns with Catholic, Augustinian values. This includes a strong commitment to always prioritising the safety and wellbeing of student players, ensuring that all actions and decisions taken are in the best interest of student physical and mental health.

Additional Essential Requirements

- Applicants must hold a Current and valid Blue Card (Working with Children Check).
- Applicants must hold, or be willing to attain, a current First Aid and CPR accreditation.
- Commitment to the Catholic and Augustinian ethos of the College.

Application Process

To apply for this role, please submit a cover letter briefly addressing the role requirements/key criteria, two written references or the names and contact details of two referees from the previous two years of coaching, and a current resume direct via Seek.

The role is a Contract/Temporary two-year position, commencing in October 2024.

Please note the closing date for applications is **COB Monday 19 August 2024**.

For further information or for a confidential discussion please contact Human Resources on (07) 3394 5511. We respectfully advise that no agency applications will be considered at this time.

Additional Information

Villanova College is committed to providing an inclusive and child safe environment that is free from Workplace Harassment, Sexual Harassment and Bullying. Our robust human resources, recruitment and vetting practices are adhered to during the application and interviewing process. Certain roles require that we carry out working with children, police records and reference checks to ensure that we are recruiting the right people.

At all times, all employees must act in accordance with Villanova College Student Protection Policy and other Villanova Policies and Procedures. It is necessary that the role holder exercise judicious and prudent judgment in interactions with students.

Terms and Conditions of employment are as per the Catholic Employing Authorities Single Enterprise Collective Agreement Religious Institute Schools of Queensland 2023-2026.

Please note: This job description is a guide to the nature of the work required of the prospective employee and does not form part of the contract of employment. It is neither wholly comprehensive nor restrictive and therefore does not preclude change or development that may inevitably be



required in the future. Villanova College will engage in consultation to align any required change with both the employee's and the company's goals.

Villanova College acknowledges the traditional custodians of the land on which we work and study, and their living culture. We pay our respects to them and their Elders, past and present, for their care of the land and waterways, and pay tribute to the unique role they play in the life of this region. Villanova College has always been, and always will be, a place of teaching and learning connected to Country, culture and community.