



Christ Church Grammar School

DUTY STATEMENT

First XV Rugby Coach

DATE: September 2025

STATUS: Two (2) year appointment

PERIOD OF EMPLOYMENT: The position is for approximately seven months per year commencing mid-February and concluding in August depending on annual PSA fixturing and is approximately 10 contact hours per week.

HOURS: To be negotiated as per the agreed contractual arrangements.

FACULTY/AREA OF RESPONSIBILITY: Sport

POSITION CONTEXT:

Christ Church Grammar School is an Anglican day and boarding school for boys from Pre-Kindergarten to Year 12. Located in Perth, Western Australia, the School overlooks the Swan River at Freshwater Bay in Claremont. Enrolments are comprehensive and at present are approximately 1850 students. This includes boarders.

This role is primarily responsible for coaching the First XV Rugby Team and for managing and leading the entire rugby program from Year 5 onwards.

The First XV Rugby Coach will work closely with the Director of Sport and Teacher in Charge of Rugby to provide students of all skill levels with the best possible environment to enjoy their rugby, team success, and maximise potential. The Schools rugby program will establish a pathway for a student to develop under the direction of a quality program and coaches from junior to 1st teams, as well as state and national teams.

The successful applicant will be a motivated rugby-orientated person who can demonstrate broad knowledge of rugby and coaching experience. In addition, this role demands highly developed communication skills combined with highly effective strategies to develop players and coaches alike.

LINE MANAGEMENT:

The position is directly responsible to the Director of Sport (DoS) with oversight by the Deputy Head of Senior School/Director of Planning and Co-curricular.

WORKING RELATIONSHIPS:

The School Executive comprises:

- Principal
- Deputy Head of Senior School (Planning & Co-Curricular)
- Director of Sport (DOS)
- Teacher in Charge of Rugby (TIC)
- Coaches
- Sports master – Preparatory School

DUTIES AND RESPONSIBILITIES:

The main duties are as follows:

- Coach the First XV team
- Promote the rugby program within the local community and targeted regional areas and be an ambassador for the School at all times
- Grow student numbers - encourage current and future student participation and support
- Develop the CCGS Rugby community and relationships with key stakeholders - students, parents and staff
- Communicate regularly and effectively with CCGS Rugby community regarding progress, targets and any upcoming events
- Establish a positive, safe and enjoyable training and competition environment that aligns with the PSA and the School's Ethos, Values and Anglican heritage
- Ability to formulate and action a strategic plan
- Maintain contacts with other schools' interstate for events, tours and information

The key responsibilities are as follows:

First XV

Program Design and Planning

- Develop comprehensive pre-season and in-season training programs tailored to the skill levels and needs of the First XV squad
- Plan and organise training sessions, ensuring a balance between skill development, fitness, and game simulation

Coaching & Player Development

- Design and deliver high-performance training programs tailored to First XV athletes
- Lead engaging, purposeful sessions that develop technical skills, tactical awareness, and physical conditioning
- Select the First XV squad and communicate decisions with transparency and empathy
- Provide individual feedback and development plans to support player growth
- Analyse match footage and adjust strategies to enhance team performance

Conducting Training Sessions

- Lead training sessions with the help of assistant coaches, including warm-ups, skill drills, strategy implementation, and cool-downs
- Ensure training drills are engaging, varied, and aligned with game-day strategies

Team Selection and Management

- Evaluate players' performance during training and games to select the most competitive team each week
- Communicate team selection decisions to players and parents in a clear manner

Player Development

- Provide specific, constructive, and individualised feedback to players on areas of improvement, skill development, and game understanding
- Develop and implement individualised development plans for each player, focusing on enhancing their skills, fitness, and overall gameplay

Game Play Strategy Development:

- Develop game plans and strategies to maximise team performance against various opponents.
- Ensure game plans used in First XV can be scaffolded to suit lower years
- Analyse game footage and statistics to identify areas of improvement and adjust strategies accordingly

Communication and Engagement

- Foster a positive and inclusive team environment, encouraging sportsmanship, teamwork, and leadership among players

- Communicate regularly with players and parents regarding training schedules, team selections, and player development

Team Leadership

- Foster a team culture built on respect, resilience, and sportsmanship
- Promote leadership and accountability among players
- Represent the school with professionalism and pride during PSA fixtures and other competitions

Collaboration & Communication

- Work closely with the Director of Sport and other coaching staff to ensure alignment with school values and expectations
- Maintain clear communication with players, parents, and support staff
- Assist with logistics including scheduling, equipment, and match-day coordination

Behaviours

- At all times be a role model for players, parents, staff and officials by maintaining and upholding professional integrity and sportsmanship
- Demonstrate the ability to work effectively both independently and as a strong and valuable member of the CCGS Sport Program
- Motivate and inspire players to strive for their personal best and fulfil their potential at school, PSA, club and State levels
- Communicate positively and display exceptional, self-motivation, personal organisation and time management skills
- Able to build a collaborative environment and lead and motivate a team of coaches, staff, and students
- Pursue professional development opportunities and networks to further enhance their understanding of school, club & high-performance systems

EXPERIENCE AND QUALIFICATIONS

The person must have:

Required

- All applicants must have National Police Certificate and have completed a Working with Children Check
- Significant experience within the rugby community as a player and/or coach
- Ability to implement long-term development plans and practices for all players and coaches in line with Rugby Union pathways
- Minimum Level 2 coaching qualifications would be seen as beneficial with a Level 3 coaching qualification expected long-term
- Smart Rugby and Season Ready (Coach) accreditation
- Level 1 Referee Ready accreditation
- Ability to differentiate and personalise the rugby experience for all players and coaches to maximise enjoyment and development
- The ability to incorporate current performance technologies and their age-appropriate use.
- Understanding the importance of integrating a successful sport program into a school's educational environment
- Competent IT skills (Microsoft Outlook, Teams and Excel)

Performance Measures and Outcomes

- Provide a program that motivates and engages players and coaches to enjoy their rugby experience
- Set high standards of achievement across all levels
- Improving results within PSA competition
- The number of students playing rugby increases
- Undertaking appropriate planning and engagement with all coaches to develop their understanding of the CCGS Rugby program
- Implementation of effective Talent Identification programs
- Stronger community and regional relationships

SAFEGUARDING CHILDREN AND YOUNG PEOPLE

Christ Church Grammar School takes child protection seriously, and as an employee of the School, you are required to meet the behaviour standards outlined in our Child Protection Policy and the Staff Code of Conduct, as updated from time to time.

Therefore, as part of your duties and responsibilities, you are also required to:

- Provide a welcoming and safe environment for children and young people
- Promote the safety and wellbeing of children and young people to whom we provide services
- Ensure that your interactions with children and young people are positive and safe
- Provide adequate care and supervision of children and young people in your charge
- Act as a positive role model for children and young people
- Report any suspicions, concerns, allegations or disclosures of alleged abuse to management
- Maintain a valid Working with Children Check
- Report to management any criminal charges or convictions you receive during your employment/volunteering that may indicate a possible risk to children and young people.
- Participate in professional learning covering the Staff Code of Conduct and all school policies and procedures at least biennially

SALARY, TERMS AND CONDITIONS:

- The successful applicant will be employed under the Christ Church Grammar School Inc Enterprise Agreement 2025
- Opportunity to further your career through PD and study considered
- Salary will be negotiated according to qualifications and years of experience