



Applications are invited from suitably qualified candidates for the position of **Springbok Women's XV's Head Coach** in the Rugby Department.

The closing date for applications is **Friday, 27 January 2023**.

Please submit your application by completing the attached Job Application form (if you are not a SARU employee) to the Human Resources Department at careers@sarugby.co.za. Your application should be accompanied by your CV.

Please note that preference will be given to EE candidates for this position.

South African Rugby Union ("SARU"), has a mandatory Covid-19 Vaccination Policy and a Workplace Safety Plan in place which all its employees abide by. In applying for this role, the applicant warrants that he or she is fully vaccinated (ie. With an additional dose or a booster shot). The applicant's electronic vaccination certificate issued by the National Department of Health (NDOH) or any other digital certificate issued outside the Republic of South Africa and recognised by the NDOH will be provided by the applicant if the application results in an offer and subsequent acceptance of the offer of employment. The applicant acknowledges, further, that there will be no particular reason (other than a medical reason) that he/she will refuse any future booster or vaccination requirements that may/should be recommended by the National Department of Health.

Details of the job are listed in the Job description below.

Kind regards
Human Resources Department

Job Description

1. Job Particulars:	
Job Title: Springbok Women's XV's Head Coach	Department: Rugby
Direct Reports on field: Assistant Coaches, Team Manager and Medical Lead	Travel Required: Yes
Reports to: * Director of Rugby (direct line – Rugby related matters) - Women's HP Manager (direct line – rugby, planning & operational matters)	Contract Period: 34 Months (2 years & 10 months)
2. Purpose of Job:	
To coach and plan the performance of the XV's Women's team through annual international goals and World Cup cycles.	





3. Key Results/ Accountabilities expected from job

- In conjunction with the HP Manager and Assistant Coaches, to select the best Players for the XV's Women's team to participate in International Fixtures and the XV's Women's Rugby World Cup.
- Collaborate with HP Manager, national team coaching and relevant management members to design annual campaign goals, preparation strategy and rugby technical and tactical detail. Making all planning relevant to the developmental needs of players and national XV's program goals.
- To prepare game strategies and opposition analysis to be competitive on field and meet the transformation needs of SARU.
- To ensure that the team excels in its performance based on current capacity and displays professionalism at all times when competing against opposition.
- Implement SARU High performance strategies for XV's Women's rugby.
- Collaborate with all members of squad to design, embed and live by team culture

4. Experience & Expertise (Typical educational qualifications & experience)

a. Educational background

- SARU Level 3 Coaching qualification OR equivalent (recognized by World Rugby) – Essential
- 3-year qualification in Sports or Education - Desirable

b. Experience (years and nature)

- 3-5 years' coaching and or playing experience of girls/women at National and International level – Essential
- 3-5 years' experience in Rugby coaching
- 3-5 years' coaching experience at a Provincial - Desirable

5. Critical Competencies

- Coaching proficiency of core technical and tactical skills at high level of detail. Ability to coach and communicate core skills to players with a wide range of rugby experience and competency.
- Proficient/Willing to learn performance analysis to quantify individual and team performance outputs.
- Mutual and equitable respect for both women and men of all cultures.
- Women's Rugby understanding
- Problem Solving skills and critical thinking
- Leadership skills
- Interpersonal skills
- Self-Awareness and strong application of self-management.
- Social awareness, and strong application of social management.