



USA EAGLES HEAD COACH - WOMEN'S 15'S JOB DESCRIPTION

JOB TITLE: USA EAGLES HEAD COACH WOMEN'S 15'S

Vision: Inspire the Rugby World the American Way

Mission: To enhance the capability of our coaches and athletes to strive for international success to ensure we win when it matters

Philosophy: Performance driven, coach-led and player centered environment

Success Measures:

Performance

Winning Medals at Olympics and become consistently competitive at Rugby World Cups

People

Highly engaged coaches, athletes and staff that deliver a focused environment that produces better athletes and better people

System

Performances on and off the field provide a positive influence on retaining and growing our rugby community, fans, sponsors and philanthropists to grow and sustain our game

Reporting: This position reports direct to the General Manager High Performance

JOB POSTING

Title: USA Eagles Head Coach – Women's 15s

Reports To: General Manager – High Performance

Direct Reports: W15 coaching and performance support staff

Department: High Performance

FLSA Status: Exempt

Classification: Full time

Location: San Diego/Chula Vista

Pay Range: \$120k - \$135k

Closing Date: Friday 31st October 2025

Please submit applications via email, resume and cover letter to Alana Gattinger agattinger@usa.rugby

ROLE PURPOSE

1. Build a World Class USA Eagles National Women's 15's team to compete in major Global Competitions leading to Rugby World Cup 2029 & 2033 successes.
2. Achieve winning International performances consistent with the USA High Performance strategy.
3. Provide overall leadership, selection, program planning and periodization for the USA Eagles Women's 15s National program.
4. Lead and effectively support the USA Eagles National Women's 15s coaching and support staff, overseeing all team / coaching performance KPIs.

PRIMARY RESPONSIBILITIES

- Lead the USA Eagles National Women's 15s team with ultimate accountability for on-field performance according to the USA High Performance strategy.
- Design and execute a comprehensive World Class training program to support the USA Eagles National Women's 15s team over the next World Cup cycle leading to RWC 2029, with a longer term strategy towards RWC 2033.
- Create a multi-tiered competition strategy aimed at effectively preparing the USA Eagles National Women's 15s team for the upcoming RWC 2029 and RWC 2033 tournaments, focused on maximizing playing opportunities for the entire squad.
- Lead and support the multidisciplinary staff, including coaching, strength and conditioning, medical support, player welfare, and technical/tactical analysis, to ensure a holistic approach to player development and team performance.
- Establish a clear and cohesive winning game model that leverages the USA team player profile and achieves winning results in major global competitions. Implement this game model through the player pathway with a focus on national junior team program.
- Develop a comprehensive USA Eagles player depth chart to ensure success at both RWC 2029 and 2033 by providing strength in depth in each position.
- Establish high performance behaviors, standards and a world class team culture across staff and players within the USA Eagles National Women's 15s team.
- Work in alignment with the USA Eagles National Women's 7s program to ensure performance indicators are met in both high performance programs.
- Establish and implement a coherent talent identification program to ensure the support for high potential USA Eagles players across 15s and 7s program.
- Lead and role model high performance behaviors and a winning mindset, while embedding values and standards that unite and inspire the USA Eagles and the broader rugby community.
- Represent USA Rugby at international forums and provide service and support to our valued commercial sponsors and partners when required.

KEY PERFORMANCE INDICATORS

Performance:

- Deliver International results in major global competitions aligned with USA Rugby High Performance Strategy.
- Consistently maintain Top 6 World Rugby Women's rankings year on year.
- Qualify for and reach the quarter finals (or higher) at the RWC 2029 and Semi Finals (or higher) at the RWC 2033.

Leadership and Coaching:

- Provide effective leadership in all areas of the USA Eagles National Women's 15s team demonstrating continuous improvement.
- Lead and deliver a high performance periodized training and competition plan to drive winning targets and ensure player improvement.
- Develop a high performance daily training environment to support and develop USA Eagles National women's 15s players based in the USA.
- Ensure a systematic approach to team improvement, with thorough reviews, previews and debriefs, incorporating the right level of independence and scrutiny to drive continuous improvement.
- Manage and support USA Eagles National Women's 15s players by providing high performance development plans and monitor individual performances throughout the domestic season both in the USA and overseas (e.g. PWR, Super Rugby etc.).
- Develop world class benchmarking systems and data to holistically develop the players, as well as continuously test USA Eagles' competitiveness on the World stage for both the short and long term success (reflected through high performance selection criteria).
- Establish and support an effective senior player leadership group with regular engagement and development for these leaders.

People:

- Prioritize the recruitment, development, support, retention, and collaboration of USA Eagles National team coaches, support staff, and management.
- Build a high performance coaching team to provide players with individualized coaching, and in particular focus on position specific skills coaching resources.
- Ensure all staff have Individual Performance and Development Plans, and engage in regular professional development and upskilling, with a particular focus on high potential USA HP staff.
- As a key member of the USA Rugby Union High Performance Leadership team, contribute to the overall performance of the HP program, including the prioritization of financial resources and budgeting as required.

Pathways:

- Oversee and align a technical and tactical coaching framework within the USA Women's Pathway (U18, U20, U23).
- Contribute to the development of priority high potential pathway players, coaches, and performance support staff.
- Build effective relationships with key stakeholders in colleges, universities and clubs to support the development of players, as well as identify potential talent to ensure alignment, efficiency, and the successful achievement of National team objectives..

Stakeholders:

- Establish productive relationships and ensure effective reporting to the GM of HP, the CEO, and the Board as required.
- Build effective relationships with commercial partners, media, and other key stakeholders.
- Effectively influence and manage key external relationships, with particular focus on World Rugby, professional clubs (in USA and overseas) and colleges / universities.
- Contribute to the broader USA Rugby HP program, including strategy, development, providing advice, and other related initiatives.

GENERAL DUTIES:

- Partner and collaborate effectively across USA Rugby and with relevant stakeholders to achieve organizational goals, targets, and objectives.
- Provide regular updates to the GM of High Performance as required.
- Proactively plan, manage, coordinate, track, and execute assigned tasks.
- Attend and actively participate in meetings and events as required.
- Uphold and foster a culture of high performance, excellence, and continuous improvement within USA Rugby.
- Conduct thorough self-checks of information and documentation to ensure accuracy.
- Maintain project files and ensure all documentation is organized and up-to-date.
- Undertake other reasonable tasks as delegated by the GM of High Performance.
- Adopt continuous learning and improvement in all aspects of the role.
- Implement, participate in, and promote the Safe Sport Framework, including its values, policies, processes, and procedures.

QUALIFICATIONS, EXPERIENCE & COMPETENCIES**Qualifications:**

- Tertiary qualifications in sports coaching, teaching, management, business, or a related field (desirable but not essential)
- High performance rugby coaching accredited certification.

Experience & Competences:

- Demonstrated senior coaching experience at an international level, and/or in professional club rugby (e.g, PWR, Super Rugby Pacific, Premiership).
- Extensive leadership and coaching experience with a high performance team in a significant global competition cycle or professional league.
- Demonstrated success in working alongside strength and conditioning coaches, medical support, and other performance staff in designing and developing high performance rugby programs.

- A comprehensive and deep understanding of women's rugby, with the ability to nurture high-performance female athletes within an empowering environment that fosters skill acquisition, teamwork, and personal growth.
- Extensive knowledge and expertise in the trends of the international women's game.
- A proven track record in delivering high performance game plans with the ability to develop a clear vision and strategic plan for team success in major competitions.
- Experience in identifying and nurturing high potential talented players, including skill development and performance enhancement.
- Proficiency in using performance analysis tools and techniques to assess team and player performance.
- Strong planning skills, with a high level of organization and proven communication abilities.

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