



## Head Coach – Victorian Schoolboys

### POSITION DESCRIPTION

<b>Incumbent:</b>	
<b>Position Status:</b>	Volunteer
<b>Reports To:</b>	VSRU Executive, Rugby Victoria Head of Elite Pathways
<b>Direct Reports:</b>	Victorian Schoolboys Assistant coach
<b>Location</b>	Varies

### Primary Purpose

The Head Coach – Victorian Schoolboys is responsible for leading the design, delivery and performance of the Victorian Schoolboys Rugby program. The role ensures alignment with Rugby Victoria's Elite Pathways Framework and Rugby Australia's national development principles. The Head Coach will drive a high-quality athlete experience, clear and fair selection processes, and a positive performance culture while preparing players for the next stage in the pathway.

### Key Responsibility Areas

Key Result Area	Major Activities
<b>Program design and delivery</b>	<ul style="list-style-type: none"><li>• Design and deliver training and competition program in alignment with Rugby Victoria's Elite Pathways Framework.</li><li>• Implement best-practice coaching pedagogy, tactical frameworks and skill development progressions as directed within the pathway.</li><li>• Lead planning and execution of trials, squad selection events and campaign schedules.</li><li>• Monitor standards and ensure training loads and preparations meet pathway performance expectations.</li></ul>
<b>Player development</b>	<ul style="list-style-type: none"><li>• Create and manage individual development plans aligned with pathway technical and physical benchmarks.</li><li>• Provide regular feedback to support ongoing growth and progression.</li><li>• Inspire high personal standards, leadership, and performance behaviours consistent with pathway cultural expectations.</li></ul>
<b>Selection and talent identification</b>	<ul style="list-style-type: none"><li>• Lead a transparent and documented selection process based on approved criteria.</li><li>• Work closely with academy coaches, school leaders and pathway staff to identify and track potential talent.</li><li>• Ensure smooth transition of identified players into next-stage programs such as the Junior Academy and national opportunities.</li></ul>

<b>Talent Identification &amp; Progression</b>	<ul style="list-style-type: none"> <li>• Manage and develop assistant coaches and support staff, in conjunction with RV head of elite pathways.</li> <li>• Provide clear direction, delegation and performance expectations across all roles.</li> <li>• Ensure coordinated delivery of coaching, medical, welfare and analysis support.</li> </ul>
<b>Stakeholder Engagement</b>	<ul style="list-style-type: none"> <li>• Build strong relationships with schools, parents, clubs, and pathway delivery partners.</li> <li>• Share clear and timely communication about program commitments, expectations and progress.</li> <li>• Represent the program professionally in all interactions and reporting responsibilities.</li> </ul>
<b>General</b>	<ul style="list-style-type: none"> <li>• Comply with Rugby Victoria policy, Rugby Australia integrity frameworks, and child safeguarding standards.</li> <li>• Maintain accurate administrative records and ensure athlete welfare remains the top priority.</li> <li>• Promote a safe, inclusive and high-performance environment for all participants.</li> </ul>

### Organisational Relationships

Internal Liaison	Rugby Victoria Head of Elite Pathways, VSRU Executive team, Rugby Victoria pathways support staff. VSRU teaching staff.
External Liaison	Australian schools rugby union, Victorian Rugby Referees Association; Rugby Victoria Judicial Panel; Club Presidents, Secretaries and Junior Coordinators; Club Players, Coaches and Volunteers; Rugby Australia and; other State National or governing sport bodies.

### Key Systems and Equipment Usage

- Microsoft suite
- Internet Explorer
- Industry related software

## Selection Criteria

Criteria	Mandatory	Desirable
Experience	<ul style="list-style-type: none"> <li>• Demonstrated coaching leadership in school, academy, or representative rugby environments.</li> <li>• Experience delivering development-focused programs with strong performance outcomes.</li> <li>• Proven ability to lead multidisciplinary teams and uphold elite environment standards.</li> </ul>	
Qualifications	<ul style="list-style-type: none"> <li>• World Rugby Level 2 coaching award.</li> <li>• Current Police Check</li> <li>• Working with Children Check (WWCC)</li> <li>• Smart Rugby certification</li> </ul>	<ul style="list-style-type: none"> <li>• World Rugby Level 3 coaching qualification</li> </ul>
Skills, Abilities, Knowledge	<ul style="list-style-type: none"> <li>• Excellent communication and interpersonal skills.</li> <li>• Strong organisational abilities and decision-making under pressure.</li> <li>• Ability to uphold a values-driven culture centred on athlete development and wellbeing.</li> <li>• Alignment with pathway philosophy and continuous improvement mindset.</li> </ul>	
Personal Qualities/ Behaviours	<ul style="list-style-type: none"> <li>• Resilient/Resourceful</li> <li>• Team Player</li> <li>• Ethical/Honest</li> <li>• Reliable</li> <li>• Confident</li> <li>• Flexible approach to work hours, including the ability to work weekends where required</li> <li>• Follow up capability</li> <li>• Growth mindset</li> </ul>	

**Other Relevant Information**

Other related duties may be required from time to time.

**Signatures**

---

Employee's signature

---

Manager's signature

---

Date

---

Date