



John McGlashan is seeking an experienced and passionate Head Coach to lead our 1st XV rugby programme. This is a unique opportunity to shape the future of young athletes at a school committed to excellence, both on and off the field.

You will lead coaching, development and match preparation for the 1st XV, and represent the college across the schools' rugby competition and Interschool program. You will be responsible for the strategic direction, development, and performance of the team. You will work closely with college leadership, support staff, and the wider rugby community to foster a high-performance culture grounded in discipline, teamwork, and sportsmanship. You will have input to your desired coaching structure/management team and personnel. You will be supported by an assistant coach (a currently vacant role) and team manager. This is a paid position with a three year term.

Key Responsibilities:

- Plan and deliver training programs, game plans and season strategy for the 1st XV
- Develop and enhance the performance, skills and game understanding of all players across the squad.
- Develop a preseason training schedule, coach throughout the playing season and conduct post season reviews with all players
- Set the training schedule and strategy for game day preparations (it is generally expected there will be two trainings per week plus one game but in Interschool weeks this may vary)
- Build, organise and manage an effective coaching and management group
- Communicate regularly and clearly with players, providing constructive feedback on areas of strength, areas needing improvement and selection rationale

Essential Attributes and Experience:

- Proven track record of developing successful rugby teams
- Demonstrated ability to develop players at a squad level and foster a positive team culture
- Strong communication, prioritisation and organisational skills
- Proven ability to engage and motivate players to get the best out of them on the field
- Appropriate regard for the needs of teenage athletes and an understanding of their competing priorities across other sports and academic priorities
- Strong understanding and alignment with the interests of John McGlashan and the wider school community. Clear understanding that with the status of the role you are representing the school and are proud to do so
- Ability to work collaboratively within the rugby and school environment

Desirable:

- Relevant coaching qualifications
- Willingness to develop coaching and management skills to meet the NZRU criteria for the coaching grade.