



## CHRIST'S COLLEGE CANTERBURY

### POSITION DESCRIPTION

#### RUGBY 1ST XV ASSISTANT COACH

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##### Reports to:

- Director of Rugby
- Director of Sport
- 1st XV Head Coach

##### Role:

Part-time (approx 15 hours per week) from 1 March to 18 September, with some overnight trips and travel involved.

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### POSITION CONTEXT

The 1st XV Assistant Coach plays an essential supporting role within the premier rugby programme at Christ's College. The Assistant Coach works closely with the Head Coach to deliver high-quality coaching, contribute to team culture, and ensure the 1st XV prepare and perform to a high standard. This role requires strong technical knowledge, excellent communication skills, and a commitment to developing young men in line with College values.

### **The 1st XV Assistant Coach will contribute to:**

- Supporting the development and delivery of a consistent, aligned, and high-performing 1st XV programme.
  - Ensuring players receive quality coaching, feedback, and technical support in both unit and team settings.
  - Contributing to the wellbeing and overall development of boys, both on and off the field.
  - Helping maintain high standards of behaviour, discipline, and presentation throughout the season.
  - Upholding safe practice and managing risk in consultation with the Head Coach, MiC Rugby, and College Risk Manager.
  - Strengthening positive relationships with parents, supporters, and the wider rugby community.
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## **FUNCTIONAL RELATIONSHIPS**

### **Internal**

- Deputy Headmaster – Co-Curricular
- Director of Sport
- Director of Rugby
- 1st XV Head Coach
- Strength & Conditioning staff
- Physiotherapists and medical personnel
- Rugby coaching and management staff
- Team Manager
- Risk Manager
- Housemasters and Boarding staff
- Students

## External

- Parents and caregivers
  - CRFU (Canterbury Rugby Football Union)
  - South Island and UC Championship coordinators
  - Sport Canterbury
  - Other school rugby programmes
  - Match officials
  - Wider College community
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## EXPECTATIONS OF APPOINTEE

- Alignment with the College philosophy, strategic direction, and “whole boy” focus.
- Respect for tikanga Māori and cultural diversity.
- Demonstrated experience coaching secondary or club rugby at a high level.
- Ability to build rapport with young men and support their growth, confidence, and resilience.
- Strong technical coaching skills and understanding of positional/ unit play.
- Excellent interpersonal and organisational skills.
- Commitment to helping boys balance rugby, academics, and wellbeing.
- Ability to work collaboratively and respectfully with the Head Coach, staff, and parents.
- A professional and positive approach at all times.

## Balance is Better – Coaching Expectations

As Assistant Coach, you will:

- Support a coaching environment that prioritises long-term development over short-term outcomes.
- Focus on character, wellbeing, and effort as much as performance.
- Coach people first, rugby second.
- Help develop leadership, accountability, and self-management in players.
- Adapt coaching to different needs, learning styles, and developmental stages.
- Foster a safe, positive, and enjoyable environment for all boys.

- Use competition in developmentally appropriate ways.
  - Communicate with parents positively and appropriately.
  - Support pathway development and alignment within the wider rugby programme.
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## **KEY TASKS SPECIFIC TO THE 1ST XV ASSISTANT COACH**

### **Programme Support**

- Work closely with the Head Coach to assist with planning and delivering the full 1st XV programme.
- Support the implementation of the team's playing identity, game model, and performance standards.
- Take responsibility for specific position groups or unit coaching as assigned by the Head Coach.

### **Training & Game Preparation**

- Contribute to the planning and running of high-quality training sessions, ensuring they align with the Head Coach's weekly plan.
- Lead warm-ups, skills blocks, unit sessions, and conditioning blocks where required.
- Assist with video review and provide feedback to individuals and units.
- Support the preparation of game plans and weekly tactical themes.

### **Player Development & Welfare**

- Provide constructive feedback to players in a positive, respectful manner.
- Help monitor player workloads and wellbeing, and communicate concerns promptly to the Head Coach.
- Support medical and S&C staff in managing player progression, conditioning, and return-to-play.

## **Culture & Behaviour**

- Role model professionalism, humility, and high standards for players.
- Reinforce expectations around punctuality, preparation, behaviour, and appearance.
- Assist the Head Coach in nurturing leadership and maintaining strong team culture.

## **Selection & Pathway Support**

- Provide input into team selection in consultation with the Head Coach and MiC Rugby.
- Support fair, transparent communication around selection and playing time.
- Assist in identifying talent within the wider rugby programme, including 2nd XV and Colts players.

## **Communication**

- Communicate clearly and appropriately with players and staff.
- Support the Head Coach in any communication with families, ensuring BCC is used in accordance with College policy.
- Maintain professionalism in all interactions with the public, referees, and opposition.

## **Logistics & Administration**

- Assist with the organisation and care of team equipment, training resources, and facilities.
- Support compliance with all administrative requirements (SAP forms, injury reporting, risk management).
- Assist with planning for exchanges, tours, and any additional events.

## **Reviews**

- Participate in the mid-season review held on the first Tuesday of the July holidays.
  - Participate in the end-of-season review within four weeks of the final match.
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## GAME DAY EXPECTATIONS

The 1st XV Assistant Coach must ensure:

- The squad arrives on time and is prepared for warm-up and match demands.
  - Players adhere to uniform expectations and present professionally.
  - Technical warm-ups, unit prep, and sideline support are coordinated alongside the Head Coach.
  - Players maintain excellent sportsmanship and team unity.
  - Post-match responsibilities are completed, including pack-down and tidying of facilities.
  - The Assistant Coach supports the Head Coach at all after-match functions (formal dress is required).
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## TRANSPORT

Transport guidelines follow College policy:

- Early departures (Period 6 or earlier) will involve College vans or taxis.
  - Dayboys usually make their own way; transport for boarders will be arranged as needed.
  - Staff must avoid one-on-one travel with students unless approved.
  - SAP forms must be completed prior to all games.
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## HEALTH, SAFETY & WELLBEING

- Comply with all College and NZ Rugby safety policies, including safe contact progressions.
  - Ensure training environments are supervised, safe, and appropriate.
  - Take responsibility for personal wellbeing and model healthy behaviours.
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## GENERAL CONDITIONS

- Professional dress is required in line with College expectations.
- Police vetting under the Children's Act (2014) is mandatory.
- Christ's College is an Anglican school; staff are expected to be supportive of its character and heritage.

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**Reviewed: 2025**