



## CHRIST'S COLLEGE CANTERBURY

### POSITION DESCRIPTION

#### RUGBY 1ST XV HEAD COACH

---

##### Reports to:

- Director of Rugby
- Director of Sport

##### Role:

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

---

### POSITION CONTEXT

The 1st XV Head Coach leads the premier rugby programme at Christ's College and is responsible for setting the technical, tactical, cultural, and behavioural standards of the 1st XV. The role requires strong leadership, a high level of rugby expertise, and the ability to build a positive, disciplined, and high-performing environment that reflects the values of Christ's College.

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

- Leading and evolving the 1st XV programme to ensure sustained excellence, strong character development, and alignment with College expectations.
  - Ensuring all boys within the 1st XV squad are supported to develop their skills, resilience, and leadership both on and off the field.
  - Contributing to the overall rugby pathway at College, including identification and development of emerging players.
  - Ensuring safe practice and risk management in consultation with the College Risk Manager and in line with CRFU and NZ Rugby best-practice guidelines, including head injury and contact management.
  - Maintaining a high profile for Christ's College rugby in the community and fostering positive relationships with parents, Old Boys, and supporters.
- 

## **FUNCTIONAL RELATIONSHIPS**

### **Internal**

- Deputy Headmaster – Co-Curricular
- Director of Sport
- Director of Rugby
- Strength & Conditioning staff
- Physiotherapists and medical personnel
- Rugby coaching and management staff
- Risk Manager
- Housemasters and Boarding staff
- Members of the Common Room
- Students

## External

- Parents and caregivers
  - CRFU (Canterbury Rugby Football Union)
  - South Island and MT Premiership rugby administrators
  - Sport Canterbury
  - Other secondary school rugby programmes
  - Match officials
  - Wider College community
- 

## EXPECTATIONS OF APPOINTEE

- Deep empathy with the College philosophy, values, and strategic intent, including development of the whole boy.
- Respect for tikanga Māori and cultural diversity.
- High-level experience coaching at 1st XV, Premier Club, or representative level.  
Ability to inspire young men, lead large squads, and model composure, discipline, and professionalism.
- Strong blend of tactical expertise, technical coaching skill, and player-centred leadership.
- Excellent planning, communication, and organisational skills.
- Commitment to ensuring boys balance rugby commitments with academic expectations and wellbeing.
- Collaborative approach with staff, parents, and external partners.

## Balance is Better – Coaching Expectations

As Head Coach, you will:

- Look beyond the scoreboard and define success through growth, behaviour, and long-term development.
- Prioritise wellbeing, character, and sustainable performance over short-term outcomes.
- Coach people first, rugby second.
- Develop self-leadership, accountability, and resilience within players.
- Coach in a way that supports all young people and adapts to individual needs.

- Recognise that learning is non-linear and requires patience and flexibility.
  - Create a safe, challenging, fun, and inclusive environment.
  - Value competition and use it appropriately for adolescent development.
  - Engage with parents openly and positively.
  - Work across the rugby pathway to support long-term player development.
- 

## **KEY TASKS SPECIFIC TO 1st XV HEAD COACH**

### **Programme Leadership**

- Lead the planning and delivery of the 1st XV season, including pre-season, MT Premiership, and any exchanges/tours.
- Develop and implement the 1st XV playing identity, game model, and training standards in partnership with the Director of Rugby.
- Oversee all coaches, analysts, and support staff involved with the team.

### **Training & Game Preparation**

- Design and run purposeful, effective training sessions that prepare players for the demands of top-level school rugby.
- Develop and implement weekly game plans, attacking/defensive structures, and set-piece systems.
- Manage review processes using video analysis for individuals and the team.

### **Player Development & Welfare**

- Provide clear development plans, regular feedback, and honest communication to all squad members
- Monitor player wellbeing, workload, and leadership growth
- Work closely with S&C and medical staff to manage load, injuries, and return-to-play protocols.

## **Culture & Behaviour**

- Build a disciplined, respectful, and team-first culture that reflects Christ's College values.
- Set clear behavioural expectations around effort, punctuality, appearance, and off-field conduct.
- Lead the leadership group and support player-driven accountability.

## **Selection & Pathway Development**

- Lead 1st XV selection in consultation with the MiC Rugby and the Director of Sport.
- Ensure transparent communication regarding selection and playing time.
- Identify and support emerging talent from the 2nd XV and Colts programmes.
- Contribute to long-term rugby pathway planning.

## **Communication**

- Communicate promptly and professionally with parents, players, and staff.
- Use BCC on all parent emails in accordance with College privacy expectations.
- Coordinate messaging with the Director of Sport for all external communications.

## **Logistics & Administration**

- Ensure facilities, gear, and equipment are well maintained and organised.
- Complete all SAP forms, injury reports, risk assessments, and compliance requirements.
- Support planning of any exchanges, tours, and College Rugby 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.
-

## GAME DAY EXPECTATIONS

**The 1st XV Head Coach must ensure:**

- The squad arrives early, prepared, and dressed correctly for warm-up and the match.
- The team presents with professionalism in behaviour, preparation, and post-match responsibilities.
- All match-day staff and roles (e.g., video, water runners, medical support) are coordinated.
- Players stay together, support the team, and exhibit outstanding sportsmanship.

All equipment is packed down and areas are left clean and tidy.

A teaching staff member is present. If unavailable, the manager must liaise with the MiC for a replacement.

- They attend all after match functions in suit and staff tie.
- 

## TRANSPORT

**Transport expectations follow College policy:**

- For early departures (Period 6 or earlier), College vans/taxis will be arranged.
  - Otherwise, dayboys are expected to make their own way; transport for boarders will be organised as needed.
  - Staff must avoid one-on-one transport with students unless approved under College guidelines.
  - SAP forms must be completed prior to all games.
- 

## HEALTH, SAFETY & WELLBEING

- Comply with all College Health & Safety policies and NZ Rugby safety standards.
- Ensure safe training environments with appropriate contact progressions.
- Take responsibility for personal wellbeing and contribute to College wellbeing initiatives.

---

## **GENERAL CONDITIONS**

- Appropriate professional dress is required.
- Police vetting under the Children's Act (2014) is mandatory.
- As an Anglican school, employees are expected to be supportive of the College's character and heritage.

---

**Reviewed: 2025**