

ROLE DESCRIPTION

Role title:	Lead Coach Hampshire Representative Rugby
Estimated time commitment:	8-12 hours per month
Length of tenure:	3 Years
Requirements:	ERCA (equivalente or higher) Hold relevant Active Coach Badge (ERL) RFU DBS RFU Headcase concussion training

POSITION IN HAMPSHIRE RFU

Responsible to:	Club Hampshire Lead (Representative Rugby)/ Deputy Director Youth Rugby
Direct Reports:	None

PART 1: ROLE SPECIFICATION

MAIN PURPOSE OF ROLE

The Lead Coach is responsible for leading the coaching and rugby delivery for the assigned Hampshire Representative team.

The role will create a positive, player-centred representative rugby environment that enables talented players from across Hampshire clubs to develop, enjoy representing their county and demonstrate their potential.

Working with the Team Manager, coaching team and Hampshire RFU Representative Rugby leadership, the Lead Coach will oversee player identification, selection, preparation and matchday performance. For age grade Lead Coaches, they will also support progression towards senior club and Hampshire representative rugby.

The programme should complement, rather than compete with, players' club rugby and build positive relationships with clubs and coaches across the county.

The post will also contribute to the delivery of Hampshire RFU's vision and mission and always demonstrate its core values & behaviours [Link](#)

KEY RESPONSIBILITIES

1. Coaching Leadership & Delivery

- Lead the planning, delivery and review of the coaching programme.
- Plan and deliver engaging, purposeful training sessions appropriate to representative-level rugby.
- Establish a clear playing approach that reflects the strengths of the selected squad and Hampshire RFU's values.
- Lead and coordinate assistant coaches and other rugby support personnel.
- Lead matchday coaching, including preparation, warm-ups, tactical decision-making and post-match review.

2. Player Identification, Selection & Development

- Work with clubs, coaches and Hampshire RFU colleagues to identify eligible players from across the county.
- Lead player selection in a fair, transparent and player-centred manner.
- Develop players' technical, tactical, physical and decision-making capabilities.
- Provide appropriate feedback to players throughout the programme.

3. Player Welfare & Safety

- Place player welfare and safety at the centre of all programme decisions.
- Ensure all rugby activity is delivered in accordance with current RFU Regulations, guidance and Hampshire RFU policies.
- Promote safe coaching practice, including appropriate preparation for contact rugby.
- Follow appropriate injury management, concussion and return-to-play protocols.

4. Fixtures & Representative Performance

- Prepare and select squads for Hampshire fixtures and competitions.
- Ensure players understand the standards and behaviours expected when representing Hampshire RFU.
- Lead the rugby preparation and matchday performance of the team.
- Work with the Team Manager to ensure appropriate preparation for fixtures, including player availability and rugby-specific requirements.

5. Club & Coach Collaboration

- Build constructive relationships with club coaches and rugby leads across Hampshire.
- Communicate appropriately with clubs regarding player involvement, availability and development.
- Recognise clubs as the primary environment for players' ongoing rugby development.

6. Coach Development & Collaboration

- Lead, support and mentor assistant coaches within the programme.
- Create opportunities for coaches to contribute meaningfully to programme planning and delivery.
- Participate in Hampshire RFU coaching and representative rugby meetings where required.

7. Compliance & Administration

- Maintain all required coaching, safeguarding and player welfare requirements in accordance with current RFU and Hampshire RFU standards.
- Complete relevant England Rugby Learning and continuing professional development requirements.
- Work with the Team Manager to ensure appropriate player records, registrations and competition requirements are completed.
- Support Hampshire RFU policies relating to safeguarding, RugbySafe, discipline, respect, inclusion and equality.

PART 2: PERSON SPECIFICATION

ESSENTIAL SKILLS, KNOWLEDGE AND EXPERIENCE

- Strong understanding of rugby coaching and player development.
- Experience of coaching at the assigned age range or comparable representative/performance rugby e.g. Senior - adult, U18/U20
- Ability to plan and deliver high-quality, structured coaching sessions.
- Strong leadership, communication and interpersonal skills.
- Ability to lead and work effectively within a wider coaching and management team.
- Ability to make fair and evidence-informed player selection decisions.
- Commitment to player welfare, development and enjoyment.
- Willingness to work collaboratively with Hampshire clubs and coaches.

DESIRABLE SKILLS, KNOWLEDGE AND EXPERIENCE

- England Rugby Coaching Award, equivalent qualification or relevant England Rugby Learning development.
- Experience within representative, academy, university or performance rugby.
- Experience of developing players transitioning from age-grade into adult rugby.
- Understanding of the Hampshire club rugby landscape.
- Experience of supporting or mentoring other coaches.

ROLE DESCRIPTION APPROVAL AND SIGN OFF

Requesting Director(s): Director Adult Rugby

Director of People: Hannah Avoth

Date: 2 Sept 2026