



BRISBANE BOYS' COLLEGE

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# 1<sup>st</sup> XV Rugby - Head Coach

## ABOUT BBC

Brisbane Boys' College is an established GPS day and boarding school. The school was founded in 1902 by Mr Arthur Rudd, who had a vision of moulding boys to be worthy leaders and good citizens – a vision which remains today. The College occupies a 13 hectare site four kilometres from the centre of Brisbane and has a current enrolment of 1570 boys from Prep to Year 12.

## OUR GUIDING PHILOSOPHY

Brisbane Boys' College integrates best-practice teaching and learning with the science of wellbeing, placing an emphasis on building resilience and confidence. We 'future-proof' our students by developing young men who not only have strong foundational knowledge, but who are also critical thinkers, with creative and curious minds, and a collaborative disposition.

## OUR PURPOSE

To produce men who have the confidence and capability to change the world.

## BBC CO-CURRICULUM STATEMENT AND PURPOSE

At BBC, our co-curricular program aims to provide each boy with an opportunity to participate, persevere, progress, and perform across a number of learning environments incorporating competitive, cultural, service and academic enrichment activities. The College offers a broad range of sports, cultural, club and service activities, so that every boy can participate, grow, be challenged, and ultimately excel. With more than 30 sports and activities on offer boys are bound to find something that piques their interest and enhances their learning both in and out of the traditional classroom, giving them the courage to seek learning experiences that inspire positive relationships integral to the wellbeing of self, community, and our natural world.

The program is designed to extend each boy's understanding of himself, his capabilities, his perspective, and his appreciation of the value of commitment and contribution. It is underpinned by strong values which support success through involvement, enjoyment, growth, mastery, leadership and respect in students, staff and the wider College community. We believe that by striving for success we encourage boys to participate at their highest level, to learn the 'how' and the 'why' of their chosen activity, to stretch their competencies and set their aspirations high.

## BBC RUGBY

BBC Rugby is one of our premier sports played by the College within one of the best schoolboy rugby competitions in the world, the Queensland GPS. The college offers the exciting sport for all players who want to be involved during Term 2 (preseason) and Term 3 (in season). The sport is offered from U11s to Opens with the College entering between 3-5 teams per age group into the GPS competition.



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Over the past decade the College has proven to be high performers within the competition with a growing participation trend, improving results across all age groups and with top 3 results in the high performing 1<sup>st</sup> XV competition. Additionally, the College has provided a pathway for many state and National players, both in Rugby and Rugby League, especially over the last decade. The College was extremely proud and united in winning the GPS competition in 2020 as undefeated premiers.

The program goals are:

**Participation:** To maximise each player's safe enjoyment of his rugby experience of team and school spirit within a caring environment. This will be characterised by - enjoyment for all involved with rugby; boys' willingness to continue to play rugby; boys' life-long interest in rugby and sport. The Rugby program will be 'inclusive' in nature. It will promote unanimous access for all players to the program and will be evaluated by its capacity to provide equitable resourcing; both personnel and facility to all participants regardless of their age or level of involvement.

**Progression:** To maximise each player's exposure to the best available skills and fitness training resources to enable him to perform at his highest level as a player. This will be characterised by - boys' understanding of the pathways within and outside of the College program; boys' desire to pursue personal excellence; boys' honestly evaluating their strengths and weaknesses.

**Performance:** To produce players and teams who will be competitive in all age groups of the inter-school competitions in which the College participates. This will be characterised by: pride in the effort and performance of College rugby teams; reproduction of core skills and team strategies practiced at training evident under game pressure.

Supporters who are **Proud** and **Passionate**

We believe wholeheartedly that this sport will assist in each boys' development to become strong; both physically and in character. For this to occur, we want every boy in the program to have fun, learn and improve in their rugby skills, tactics and team play while developing their attributes psychologically, visually, physically and in strategic learning, leadership and communication.

The Rugby Program and 1<sup>st</sup> XV Head coach are supported by the Director of Rugby, a generous group of volunteer parents which form the Rugby Support Group (RSG). The RSG operates under the Parents and Friends Association of the College.



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### ABOUT THE ROLE

To lead, develop, and manage the BBC 1<sup>st</sup> XV rugby squad, fostering a culture of excellence, teamwork, and continuous improvement, with the ultimate goal of achieving success in the GPS 1<sup>st</sup> XV competition and the growth of the sport at BBC. The role of a 1st XV Rugby Head Coach is pivotal in achieving competitive success, nurturing top-tier talent, and representing the program with distinction in high-level competitions. The coach is not only a strategist but also a mentor and leader who plays a crucial role in shaping the athletes' character and their pursuit of excellence on and off the field.

This person will be inspirational and enthusiastic leading their program through the program Aims and Values in supporting collective success: involvement, enjoyment, growth, respect, mastery and leadership in line with the BBC Mission "within the context of a caring Christian community, each student will be nurtured and educated to develop his God-given talents to the best of his ability through a balanced involvement in the academic, spiritual, service, sporting and cultural life of the College".

### REPORTING RELATIONSHIPS

The 1<sup>st</sup> XV Head Coach reports directly to the Director of Rugby, in-directly to the Head of Co-curriculum and ultimately to the Headmaster.

### ROLE PURPOSE

To lead, develop, and manage the 1st XV rugby team, creating a culture of excellence, teamwork, and continuous improvement, with the ultimate goal of achieving outstanding performance in competitions and nurturing the growth of elite rugby talent.

The role of a 1st XV Rugby Head Coach is pivotal in achieving competitive success, nurturing top-tier talent, and representing the program with distinction in high-level competitions. The coach is not only a strategist but also a mentor and leader who plays a crucial role in shaping the athletes' character and their pursuit of excellence on and off the field.

### KEY RESPONSIBILITIES/ACCOUNTABILITIES

#### Coaching Pedagogy

The 1<sup>st</sup> XV Head Coach core responsibility is leading their team through dynamic, innovative and inspirational leadership of coaching pedagogy to boys and staff within the squad and broader within the sport at the College. Providing excellent levels of delivery in and through the planning, training programs, preparation and team/athlete selections. As a leader with an ongoing journey pursuing expertise in teaching sport with a willingness to learn, relearn, adapt, challenge themselves to grow and develop personally and professionally with this role and beyond.

- Principle duties of coaching pedagogy is student/athlete focussed

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- Developing all coaches, at all levels a strong pedagogical coaching base with developing key coaching characteristics, encouragement/constructive feedback and ongoing professional development opportunities
- Identifying strengths, weaknesses and opportunities within the program and teams

### **UNIVERSAL RESPONSIBILITIES/ACCOUNTABILITIES**

#### **1. TEAM LEADERSHIP**

Lead and inspire the 1st xv team, serving as a role model for professionalism, dedication, and a winning mindset.

#### **2. STRATEGIC PLANNING**

Develop a comprehensive, long-term rugby strategy that includes game plans, tactics, and player development pathways, with a focus on achieving success in high-level competitions.

#### **3. PLAYER DEVELOPMENT**

Identify and nurture the potential of individual players, emphasizing skill enhancement, physical conditioning, and mental resilience.

#### **4. TRAINING AND PREPARATION**

Design and execute high-intensity, effective training sessions that cater to the team's strengths and weaknesses, prioritizing physical fitness, strategy, and game simulations.

#### **5. GAME ANALYSIS**

Conduct thorough analysis of opponents, studying their strengths and weaknesses to create tailored game plans and strategies for each match.

#### **6. GAME DAY LEADERSHIP**

Make critical in-game decisions, manage substitutions, and provide guidance and motivation to the team during matches.

#### **7. SPORTSMANSHIP**

Instil a strong sense of sportsmanship, fair play, and discipline in all team members, emphasizing the importance of integrity on and off the field.

#### **8. TEAM CULTURE**

Foster a positive and cohesive team culture, emphasizing unity, trust, accountability, and pride in representing the BBC 1st XV.

#### **9. COMMUNICATION**

Maintain transparent and effective communication with players, assistant coaches, management, and other stakeholders to ensure alignment and synergy.

#### **10. INJURY MANAGEMENT**



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Attend (in person where possible) weekly medical/management meeting with the medical staff and S&C staff to manage player injuries, ensuring their safe and effective return to play.

### **11. CONTINUAL LEARNING**

Stay up to date with the latest developments in rugby, coaching techniques, and sports science to remain at the forefront of the sport.

### **12. COMMUNITY ENGAGEMENT**

Act as an ambassador for the sport and the team, engaging with the community, fans, and sponsors to promote rugby and foster its growth.

### **ESSENTIAL SKILLS/ATTRIBUTES**

- Experienced Head Coach or senior assistant (similar or high level of coaching)
- In-depth knowledge and experience of Rugby.
- High level coaching expertise and qualifications
- Ability to work within the rugby program and more broadly with the co-curriculum department.
- Driven by strong ethics and values, is open, honest and accountable for their actions.
- Strong ability to plan the sequential development of adolescent boys, programs and team.
- Ability to work under pressure, to meet deadlines and budget limitations.
- High level interpersonal skills, the ability to build excellent relationships with staff, students, parents and wider community, public relations, negotiation and conflict resolution skills.
- Strong knowledge of current coaching techniques/strategies
- Ability to maintain confidentiality.

### **MANDATORY REQUIREMENTS OF THE POSITION**

- Adhere to the PMSA Code of Conduct.
- Comply with College policies, procedures and training requirements, including those related to Occupational Health and Safety, Risk Management, Child Protection, and confidentiality.
- Positively support the College's traditions and Christian ethos.
- All non-teaching staff must hold a current blue card for working with children.

### **LENGTH OF TENURE**

The 1<sup>st</sup> XV Rugby Head Coach will be appointed on a contract basis for an initial, mutually agreeable renewable two (2) year term.

### **APPRAISAL AND REVIEW CONDITIONS**

The appointee will undergo an annual performance review with the Director of Rugby with the following Key Performance Areas addressed.

Management and Leadership of the 1<sup>st</sup> XV program for administration, management and operations is tracking within agreed parameters.



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### **SPECIAL PROVISIONS**

*It is not the intent of this position description to limit the scope of the role in any way but instead to give an overview of the key responsibilities. All employees may be required, from time to time, to undertake duties that are outside their usual role but within their skills, competency, and capability. The position description is therefore a guide, rather than an exclusive or exhaustive list of duties, and is subject to review and modification by the Headmaster or his delegate in response to changes in strategic direction, operational needs, and the growth and development of the incumbent's skills and experience.*