

# JOB PACK: RUGBY COACH - EDINBURGH

Dear Candidate,

Thank you for your interest in the role of Rugby Coach at School of Hard Knocks. School of Hard Knocks (SOHK) is looking to appoint a driven and passionate individual who can deliver the charity's objectives in line with its values of Integrity, Excellence, Empowerment and Commitment. The candidate we appoint will be full of enthusiasm and positive energy and a great role model to those on our courses. You will have a growth mindset and always be ready to accept new challenges.

We are committed to broadening the diversity of our organisation and are keen to attract people from a wide range of backgrounds. For the right candidate, this is a truly exciting opportunity to be part of a dynamic, growing and ambitious organisation where your contribution and ideas will have a significant impact.

Yours faithfully,
Peter Grant, Interim CEO

# ABOUT US

## Our Mission

**To empower individuals to fully realise their potential.**

## Our Vision

**A society in which everyone has an equal opportunity to succeed.**

School of Hard Knocks (SOHK) is an education charity that exists to empower and support young people who are living in complex and challenging circumstances. By fostering an environment of genuine acceptance and through the use of physical activity, group sessions and 1-to-1 support sessions, SOHK enables people to find meaning and purpose to life. All of SOHK's activities are underpinned by an evidence-based sport for development framework called the 3Cs.



# JOB DESCRIPTION

**Overview**

SOHK for Schools is a full academic year intervention, working with groups of young people. The pupils will be chosen by the school and will typically be the 'hardest to reach' young people. We will work with them for half a day every week, delivering rugby training, SOHK classroom sessions on subjects such as growth mindset, goal setting and choices, and we'll deliver weekly 1:1s for each pupil. The programme will be evaluated by SOHK staff, teachers, parents and the pupils themselves.

Based in the Edinburgh area, the Schools Rugby Coach is responsible for leading and delivering rugby sessions, through which we seek to enhance participant personal development in relation to the 3Cs (Confidence, Control, Connection), in safe and assured manner.

The Schools Rugby Coach will develop a schedule of rugby sessions, to be shared with the School Facilitator, balancing the development of rugby skills over the year (considering the timing of festivals) and the primary purpose of personal development. As part of the school delivery team, the Schools Rugby Coach is expected to support the delivery of 1-2-1 and SOHK classroom sessions, as appropriate.



# JOB DESCRIPTION

**Primary Responsibilities**

- On a termly basis, prepare a schedule of rugby sessions, focused on developing students' rugby skills, incorporating the development of the 3Cs (Confidence, Connection, Control)
- Prepare session plans that are engaging and align to programme objectives, ensuring that the objective of each session is clearly understood and communicated to other team members supporting delivery
- Lead the delivery of rugby sessions
- Ensure that all rugby sessions are delivered in a safe manner, (equipment, playing area, coaching techniques, participant abilities, first aid provision)
- Support the Regional Manager in the planning and coordination of fixtures and rugby festivals to ensure meaningful game opportunities for all

**Additional Responsibilities:**

- Support the delivery of 1-2-1 sessions, as appropriate
- Support the delivery of SOHK classroom sessions, as appropriate
- Assist with Monitoring & Evaluation (M&E) efforts by collecting SEL scales, programme overviews/registers, student feedback, staff and student testimonials
- Regularly communicate with the Regional Manager and Team Lead to provide updates on student progress and session outcomes
- Participate in termly meetings with school staff to discuss student development within the programme



# JOB DESCRIPTION

**Skills & Experience**

- Hold a level 1 coaching qualification in rugby (essential)
- Hold an additional relevant qualification in this area (desirable)
- Previous successful delivery of sports coaching, training or schools programmes, preferably with hard-to-reach groups
- Experience in developing/motivating children
- Skilled in working with complex young people
- First class communication and facilitation skills
- Excellent project management and administration skills
- Demonstrable ability to steward partnerships or client relationships
- Ability to travel to the chosen schools each week

**Person Specification**

- You will be extremely driven and passionate to deliver the charity's objectives, in line with its values of Integrity, Excellence, Empowerment and Commitment
- You will set standards in your own delivery, being meticulous in your preparation and reviews
- You will be able to challenge people constructively
- You will be highly motivational, full of enthusiasm and positive energy and a great role model to those on our courses
- You will care passionately about the success of our beneficiaries and support them to realise their potential
- You will be highly organised with good attention to detail, able to not just follow process but to develop what is already in place and constantly improve delivery
- You will have a growth mindset, always ready to accept new challenges




# TERMS OF APPOINTMENT

- This will be a 5 day a week, term-time contract, working only in periods that correspond with school term time
- The salary will be £26,500 pro rata, paid in 12 equal monthly instalments.
- You are required to attend our annual 3 day staff conference in August
- Disclosure and Barring Service check will be required for successful candidates and the job is dependent on suitable references
- Start date for this role will be January 2027

# HOW TO APPLY

Please send your CV detailing your rugby coaching experience to jobs@schoolofhardknocks.org.uk with the subject line "SOHK Rugby Coach - Edinburgh.

**Interviews will be conducted on a rolling basis as applications are received. Please note that the process will include an in-person component.**