



## **Yorkshire ERDPP Regional Centre Lead**

**This is a fixed term PT paid role with planning, management and delivery responsibility**

**Job Title:** *Yorkshire ERDPP Regional Centre Lead*

**Responsible to:** *Yorkshire Carnegie Programme Manager*

### **Objectives of Programme**

*This programme provides development opportunities for players aged between 13 and 17 across the Yorkshire Region, delivered through five regional centres. The ERDPP programme shall provide a holistic and player centred experience for all players in the programme. Through a centrally consistent delivery platform across all five regional centres, the programme aims to increase the number of players with enhanced skills and game understanding moving upwards in the talent pathway.*

*Further key outcomes of the programme will be to provide a positive view of the sport, develop coaches with enhanced skills and knowledge to meet the needs of players at this stage in their development.*

### **Outline of Role**

- *Lead a strong coaching team and ensure collaborative working to achieve the objectives of the programme.*
- *Assist with identifying and developing coaches from within the region.*
- *Through the coaching team meet outcomes from the central delivery content.*
- *Take ownership of reflection on all sessions (for player progress and coaching quality).*
- *Manage the regional training group of players through face to face contact and monitoring the online programme of distance learning through the "Schoology" platform.*
- *Support head coaches in key windows for individual feedback and goal setting and signposting players to next pathway involvement.*
- *Be responsible for maintaining and developing relationships with key stakeholders and delivery of parent engagement sessions in the centre.*
- *An agreed honorarium and Yorkshire Carnegie uniform will be provided for the successful applicant.*
- *Personal development will be provided as part of this role. (All coaches working in the DPP would be expected to commit to the coach development programme).*
- *Promote the Yorkshire Carnegie philosophy throughout DPP programme and coaching team.*
- *Take responsibility for players exiting the programme to ensure they are still involved in rugby.*
- *Be the point of contact for all safeguarding issues*

The successful candidates will be required to apply for an Enhanced Disclosure and Barring Service Check and to comply with the appropriate RFU Regulations.



### **Key Tasks**

- *Ensure effective communication to key partners, player and parents involved in the DPP*
- *Ensure DPP sessions are planned through dialogue with the Head Coaches for each age group.*
- *Support coaches with population of player information and individual feedback content for face to face feedback and population of the online player profile.*
- *Ensure Registers of Player and Coach attendance are kept accurately and submitted through the online portal.*
- *Oversee periodic assessment days to benchmark young players, as well as signpost players further up the pathway (regional academy) or to exit the pathway. Attend all festivals and talent development days to assist with player identification, profiling and signposting of players.*
- *Monitor the consistency of programme delivery to ensure it meets the needs of the players and the objectives of the programme.*
- *Through sessional reflection ensure that consistent player benchmarking is recorded in order to provide individual feedback to players within the programme at set windows and through online programme. Use player progress to guide speed of progression through central syllabus.*
- *Continually monitor & evaluate the coaching practice of others to challenge delivery with an aim of improving player experience and ensure that the coaching teams are committing to self-reflection after each session.*
- *Commit to on-going formal and informal personal development and training to ensure that delivery practices, skills and knowledge are as current as possible.*
- *Deliver coaching sessions within the programme where appropriate.*
- *Feedback to players leaving the programme for next steps and signpost action plan/support where appropriate. Feedback sessions are delivered twice per season. All players leaving programme will receive follow up electronic questionnaire in the next September.*
- *Liaise with Yorkshire Carnegie staff to ensure player visits are managed and provide a great experience for the ERDPP players.*

### **Person Specification**

#### **Skills and Education**

- *Will have, or commit to, undertaking RFU Coach Developer Training, or demonstrate significant experience in coaching talented young players.*
- *Must be registered under the RFU Coach License Scheme.*
- *Hold a Valid First Aid Certificate or commit to attending a course within 6 months.*
- *Demonstrate significant commitment to their personal and professional development both cross-sport and sport specific. (Evidence of this commitment is highly desirable).*
- *Has an understanding of Player Centred Coaching and can adapt coaching style to meet the learning style of the participants.*
- *Is able to use a variety of electronic tools as necessary and applicable to help the players and coaches improve through providing high quality feedback.*
- *Has the ability to communicate effectively with the players, parents and coaches to assist them with self-reflection and setting of appropriate personal development goals.*

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### **Qualities and Attributes**

- *Able to actively manage all aspects of the DPP.*
- *Ability to self-generate and maintain high levels of motivation; display initiative, tenacity and resilience and to work independently as well as part of a team.*
- *Have professional perspectives on player care and ethical practice.*
- *Adapts quickly and with enthusiasm to changes and un-predictable events.*
- *Can show evidence of a creative and innovative approach to management and coaching.*
- *Able to connect with young people through an appropriate style of communications.*
- *Understands the current playing pathway at Under 13 to Under 17 and the key stakeholders involved therein.*
- *Ability to look ahead to develop and maintain clear outcome-based plans for achieving objectives*
- *Challenges in a positive manner, ~~the~~ any behaviour that does not support an open and honest team working approach.*

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