



## Gold Coast & District Rugby Union Limited

### EXPRESSIONS OF INTEREST GCDRU CYCLONES 2019 COACHING AND MANAGEMENT STAFF

GCDRU would like to request Expressions of Interest (EOI) for the coaching and management positions for its competitive representative programs in 2019.

It is anticipated that all positions would be for a two year appointment, these are volunteer positions.

The following positions are sought:

- Head Coach,
- Assistant Coach's,
- Team Manager,
- Sports Trainer/strapper, and
- Team Physiotherapist.

The teams that the EOI are requested for are:

1. Mens Seniors,
2. Colts,
3. Under 16,
4. Under 15,
5. Under 14,
6. Under 13,
7. Under 12 (Development),
8. Womens 7's Opens,
9. Womens 7s Under 17, and
10. Womens 7's Under 15

The proposed planning dates for each program are:

- Seniors:
  - Invitational game against FNC TBC April 2019
  - QLD Country "Healers" new proposed Country Championships – 31 August to 22 October 2019
- Juniors:
  - Announcement of training Squads - 18 May 2019
  - Trial with Sunshine Coast and Darling Downs - 16 Jun 2019
  - Camp - 29 June 2019
  - QRU Junior State Championships – 5 to 7 July 2019
  - Barry Honan Cup – Under 15 & 17 – TBC July 2019

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- Junior Women 7's:
  - Squad selection - 10 August 2019
  - QLD State Championships – 28 September 2019
  
- Open Women 7's:
  - QLD Country “Healers” new proposed Country Championships – 21/22 October 2019.

The selection criteria for the staff is in accordance with GCDRU 01/18 Cyclones Representative Policy Version 2, which is located on the GCDRU Website.

EOI are requested by 31 January 2019 with appointments notified on 9 February 2019 after completion of interviews. Enclosed are the Position Descriptions for all positions and a GCDRU EOI Form.

All EOI are to be provided to Joe McIvor on email [rugbymanager@gcdru.com.au](mailto:rugbymanager@gcdru.com.au) if there are any questions please call 0475 825 032.

**Joe McIvor OAM**  
GCDRU

16 December 2018



## Gold Coast & District Rugby Union Limited

### POSITION DESCRIPTION - HEAD COACH

**Position:** Head Coach  
**Responsible to:** Coaching Director

#### Major interactions:

- Team Manager
- Assistant Coach
- Players

#### Purpose (Why does the role exist?)

The role is critical in setting and maintaining standards. In essence, the purpose of the role is to provide the leading program and coaching role within the rugby program and influence and direct the underpinning programs that contribute to the success of the program both short and long term (consistent success at the highest level).

**Key Areas of Responsibility** (Over what areas does this role have responsibility and accountability?)

#### Rugby

##### Program

- Design, implement and manage the team 'Blue Print' and guiding principles for success.
- Coordinate the development and implementation of annual coaching and training plans/models.
- Lead program, staff and player review.

##### Coaching/training

- Develop and implement playing styles and systems (principles of play).
- Develop and implement game plans.
- Manage the design and implementation of training session outlines and session plans.
- Delegation of coaching components to coaching staff.
- Provide coaching on a team, unit and individual basis including the following components:
  - Team play.
  - 1st phase.
  - General play.
  - Breakdown.
  - Individual skill development programs.
- Coordinate and deliver team and player reviews – training and playing; maintain records of player reviews.

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- Coordinate and deliver unit and individual player review as per above coaching components – training and playing; maintain records of player reviews.
- Preview of all opposition – team play and unit and individual players as per above coaching components.
- Available required to all match, trainings and tours as outlined in program schedule.
- Engage in process of research and learning in area of coaching responsibility to enhance the programs and own professional development.

### **Selection/recruitment**

- Develop and implement selection policy and process.

### **Staff**

- Management and direction of:
  - o Team Manager
  - o Assistant Coach
  - o Other staff as required
- Lead effective staff communication systems (eg staff meetings).
- Manage staff leadership program/s.
- Assist with team logistics and operations as required and requested at training and matches at home and away.

### **Players**

- Coordinate and deliver effective player communication schedules including consistent individual player feedback and player welfare review and interventions.
- Maintain records for all player reviews.
- Engage and support the player leadership group.
- Provide relevant player information and opinions to other higher level program coaches as required.

### **Organisation**

- Provide input into the organisations strategic plans.
- Provide technical leadership within coach education programs and coaching to other programs as requested and available.

### **General**

- Develop, maintain and promote standards and expectations at all times.

### **Key Outcomes** (What will this role achieve? What are the measures of success?)

- Successful implementation of the Blue Print for success (performances and success).
- Defensive success – data supported.
- Effective player and staff leadership program in place.
- Staff and player satisfaction.



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- Effective communication and involvement with all staff.

### Unique Criteria

- Outstanding and proven ability to lead.
- Outstanding proven coaching skills.
- Expert and proven coaching knowledge and experience.
- Excellent understanding of the components that contribute to a high performing rugby program including the incorporation of sport science and sport medicine.
- Excellent people and communication skills.
- Adaptability.
- Excellent time management skills.
- Travel - intrastate and interstate.

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## POSITION DESCRIPTION-ASSISTANT COACH

**Position:** Assistant Coach  
**Responsible to:** Head Coach

### Major interactions:

- Assistant Coach
- Players

### Purpose (Why does the role exist?)

To provide the highest level of coaching to the program and provide overarching coaching and development models for underpinning programs and to attain attack (set piece and unstructured) excellence and consistent development across all players.

**Key Areas of Responsibility** (Over what areas does this role have responsibility and accountability?)

### Rugby

#### Program

- Support the Head Coach with implementation of the team 'Blue Print' and guiding principles for success.
- Assist the Head Coach with the development of annual periodised coaching and training plans/models.
- Develop and implement specific programs for all players in consultation with program coaches and Athletic Performance coaches.
- Participate in the annual program and player review.

#### Coaching/training

- Assist with the implementation of playing styles and systems (principles of play).
- Assist the Head Coach with the development of game plans.
- Assist the Head Coach with the design of training session outlines and session plans.
- Provide coaching on a team, unit and individual basis in relation to your appointment.

#### Backs

- Backline starter plays.
- Attack patterns and shapes.
- Kicking – options.
- Attack elements of restart receptions.
- General play – counter attack and slow ball options.
- Team play - support principles.
- Attacking breakdown support roles.
- Individual skill development programs for:
  - Kicking



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- Passing
- Running lines

### Forwards

- Scrum.
- Lineout.
- Set piece defence transition.
- Set piece elements of restarts.
- General play (support and defence).
- Team play.
- Individual skill development programs for:
  - Scrum shape.
  - Lineout throw.
  - No 8 delivery.
  - Lineout and restart catching and lifting.
  - Coaching of breakdown.
- Unit and individual player reviews as per above components – training and playing; maintain records of player reviews.
- Preview of all opposition – unit and individual players as per above components.
- Available as required to attend at all match, trainings and tours as outlined in program schedule.
- Engage in process of research and learning in area of coaching responsibility to enhance the programs and own professional development.

### Selection

- Participate as a selection panel member.
- Abide by selection policy and process.

### Staff

- Assisting with team logistics and operations as required and requested at training and matches at home and away.

### Players

- Provide and deliver effective and consistent player feedback and player welfare reviews and interventions as requested.
- Maintain records for all player reviews.

### Organisation

- Provide technical leadership within program coach education programs and coaching to other programs as requested and available.

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## **General**

- Maintain and promote program standards and expectations at all times.

## **Key Outcomes** (What will this role achieve? What are the measures of success?)

- Successful coaching of 'principles of play' and coaching components (performances & success).
- Success and effectiveness.
- Improvement and effectiveness from previous year.
- Staff and player satisfaction.

## **Unique Criteria**

- Outstanding proven coaching skills.
- Expert and proven coaching knowledge and experience.
- Excellent people and communication skills.
- Adaptability.
- Excellent time management skills.
- Ability to work flexible hours, which will include weekends.
- Travel - intrastate and interstate.





## Gold Coast & District Rugby Union Limited

### POSITION DESCRIPTION - TEAM MANAGER

**Position:** Team Manager  
**Responsible to:** Coaching Director

**Major interactions:** *All team staff and players including:*

- Head Coach
- Assistant Coach

**Purpose** (Why does the role exist?)

The role is critical in setting and maintaining standards through cordial, professional and regular contact with the Coaching Director, Coaching staff and each player to ensure effective delivery of the program schedule for the team.

**Key Areas of Responsibility** (Over what areas does this role have responsibility and accountability?)

- To responsibly manage and monitor the Team's schedule and logistics.
- To ensure all aspects of the varied team fitness and medical operations are coordinated and clearly communicated with the playing schedule in a planned and well implemented way.
- Regular communication with Coaching Director and Team Staff Members to ensure all requirements are covered.
- Keep working on the best schedule to ensure the smooth and efficient running of the Team's daily program and events: training sessions, meetings, meals, travel, functions etc.

**Duties**

- Administrative functions including all relevant paper work for players, room allocation, selection of duty managers, issue or replacement of all team apparel including playing, training, formal and casual apparel.
- Coordination with Tournament liaison officers and duty managers for daily laundry where necessary.
- Preparation and distribution of daily diary (in consultation with Head Coach).
- Co-ordination and chair of all staff and team meetings including timings, agenda and follow up action on decisions.
- Provide leadership, communication and consultation with players, staff partners family and Coaching Director as required.
- Close liaison with Head Coach regarding daily and long term schedules, which includes training, meetings, promotional, media, discipline, team dress standards and social activities.
- Liaise with venues regarding all bookings including any changes to schedules.
- Team budget allocation and settlement of accounts when required.

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- Attend training sessions.
- Financial Management of Team budgets when required.
- Management of flight Check-ins including check-in of team equipment, collection and management of team airline tickets.
- Management of hotel check-in including room lists and check outs.
- Coordination of team equipment for training and travel.
- Media Liaison as required.
- Coordination of Team photo.
- *PLUS*: Other odd jobs as required.

**Key Outcomes** (What will this role achieve? What are the measures of success?)

- Successful implementation of the Blue Print for success (performances and success) .
- Effective player and staff leadership program in place.
- Staff and player satisfaction.
- Effective communication and involvement with all staff.
- The ability to have developed, maintained and promoted standards and expectations at all times.

**Unique Criteria**

- Outstanding and proven ability to lead.
- Excellent understanding of the components that contribute to a high performing rugby program.
- Excellent people and communication skills.
- Adaptability.
- Excellent time management skills.
- Flexibility to travel – intrastate and interstate.



## Gold Coast & District Rugby Union Limited POSITION DESCRIPTION -PHYSIOTHERAPIST

**Position:** Physiotherapist  
**Responsible to:** GCDRU Doctor

**Major interactions:** *All team staff and players including:*

- Head Coach
- Assistant Coach

**Purpose** (Why does the role exist?)

- To maintain cordial, professional and regular contact with each player to ensure effective health and fitness delivery for the Team;
- To responsibly manage and monitor the Team's fitness and medical condition as part of the program;
- To ensure all aspects of the varied team fitness and medical operations are coordinated and clearly communicated with the playing schedule in a planned and well implemented way.

**Key Areas of Responsibility** (Over what areas does this role have responsibility and accountability?)

### Team medical supplies

Coordination of:

- Team Medical Supplies in conjunction with GCDRU Doctor
- Team Hydration and recovery requirements during assemblies

### Management/coordination of player fitness and medical care

- Monitor playing personnel fitness and medical conditions in the lead up to Assemblies and during all team assemblies.
- Develop training schedule for fitness, recovery and flexibility pre assembly and during all assemblies.

**Experience, Skill and expectations:**

- Rugby Knowledge
- Qualified Physiotherapist
- Available for the duration of the program.

**Key Outcomes** (What will this role achieve? What are the measures of success?)

- Successful implementation of the Blue Print for success (performances and success)

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- Staff and player satisfaction.
- Effective communication and involvement with all staff.
- The ability maintained and promote standards and expectations at all times.

### **Unique Criteria**

- Excellent understanding of the components that contribute to a high performing rugby program.
- Excellent people and communication skills.
- Adaptability.
- Excellent time management skills.
- Flexibility to travel – intrastate and interstate.