



JOB DESCRIPTION & RESPONSIBILITY STATEMENT

POST TITLE: Lead Academy Athletic Development Coach, MUNSTER

ROLE AND PURPOSE OF POSITION

The Lead Academy Athletic Development Coach for Munster Rugby is responsible for the design, delivery and coordination of the individual athletic performance programmes for all Munster Academy Players. The Lead Academy Athletic Development Coach will provide the required leadership and management of systems and personnel to ensure that players develop the physical competencies required to thrive within the professional game. In collaboration with the Head of Athletic Performance, Munster and the Academy Manager, Munster, the Lead Academy Athletic Development Coach will continually seek to drive innovation and develop a world-leading academy program that seamlessly integrates across sub-academy and senior programmes.

REPORTING RELATIONSHIPS

Operational & Functional: Head of Athletic Performance, Munster & Academy Manager, Munster

Functional: Head of Athletic Performance & Science, IRFU & High-Performance Manager, IRFU

WORKING RELATIONSHIPS

- The Lead Academy Athletic Development Coach will report functionally to the Head of Athletic Performance & Science, IRFU and the High-Performance Manager, IRFU on matters relating to the attainment of key performance indicators (KPI's) and the design and delivery of individual athletic performance programs for all Munster Academy Players;
- The Lead Academy Athletic Development Coach will report operationally and functionally to the Head of Athletic Performance, Munster and the Academy Manager, Munster to ensure that the design, delivery and coordination of Munster Academy Player's individual athletic performance programs aligns with Munster and IRFU standards, and ensures continuity with Sub-Academy and Senior programs;
- Rugby, Athletic Performance, Medical, and Nutrition Staff, Munster;
- Rugby, Athletic Performance, Medical, and Nutrition Staff, IRFU;
- Domestic Game Staff and Constituents, Munster;
- Head of Rugby Operations, Munster;
- National Talent S&C Coach, IRFU;
- Director of Sevens & Women's Rugby;
- Head of Athletic Performance, Sevens Rugby.

KEY QUALITIES | Essential:

- Recognised degree or Higher National Diploma in physical education, human movement or exercise and sports science;
- A minimum of 3 years' experience in an athletic performance (strength & conditioning) position within an elite/professional Rugby environment (Candidates without rugby experience may be considered based on experience);



- Knowledgeable around the physical, psychological, technical (position specific), and tactical (style of play) demands associated with Rugby;
- Knowledgeable around the profiling and screening of athletic qualities;
- Established coaching and programming skills around injury prevention (relative to the demands of Rugby) and return to play/perform criteria (relative to different injury types);
- Established coaching and programming skills around the development of plyometric ability, linear speed (sprinting), multidirectional speed (COD/Reactive Agility), and Rugby specific movement skill integration;
- Established coaching and programming skills around the development of Rugby specific conditioning, specifically as it relates to the functional integration of conditioning within the context of practice;
- Established coaching and programming skills around the development of general and specific strength and power;
- Established coaching and programming skills around the development of recovery and regeneration plans;
- Excellent ability to work within a multi-disciplinary team and share responsibility for player development and programme management;
- Excellent people management and leadership skills;
- Excellent communication and conflict resolution skills;
- High level of self-awareness and a strong self-starter.

KEY QUALITIES | DESIRABLE:

- Post-Graduate degree (MSc or PhD) in physical education, human movement or exercise and sports science;
- Sports science experience around the collection and management of GPS data;
- Sports science experience around player monitoring and workload management;
- Recognised certification in S&C related competence (e.g., NSCA, UKSCA, ASCA, etc.);
- Recognised First Aid and CPR certification;
- Excellent computer literacy skills.

RESPONSIBILITIES

General responsibilities:

- Design, deliver and coordinate all Munster Academy individual athletic performance programmes;
- Work with other professional staff including Academy Manager, Academy Physiotherapist and Performance Nutritionist to drive individual performance outcomes;
- Ensure the Munster Academy athletic performance programme aligns with the Munster Sub-Academy and Senior programmes as directed by Munster and the IRFU;
- Ensure the Munster Academy athletic performance programme aligns with IRFU National Standards and deploys individual athletic performance programmes designed to help each player achieve the KPIs set by Munster and the IRFU;
- Coordinate the Munster Academy annual athletic performance testing according to IRFU National Standards and testing schedule;
- Capture, store and manage all athletic performance testing and training data and ensure that it is reviewed and informs the athletic performance programmes for all Munster Academy Players;



- Responsible for the design and delivery of all athletic performance, recovery and game preparation elements for the Munster Academy;
- Portray a competent and professional image of the Munster Rugby and the IRFU on behalf of the athletic performance department;
- Appropriate coordination and leadership of Academy athletic performance and medical staff;
- Develop alignment and coordination of athletic performance programmes between the Munster Academy, Sub-Academy and National Talent Programme through effective communication and relationship building;
- Deliver athletic performance support to the senior professional programme when required.

Specific responsibilities:

- Manage the implementation of the Munster Academy athletic performance programmes as described in each player's Individual Performance Plan;
- Systematically review and report performance profiles for all Academy players;
- Devise effective periodised plans for each Academy player specific to their development needs;
- Manage the training load information, the daily monitoring process as directed by the IRFU National Standards and communicate any issues relating to player welfare to the relevant rugby, physiotherapy, medical, nutrition and/or athletic performance staff;
- Manage and communicate the Academy training schedule to all players and related staff;
- Liaise regularly with the Sub-Academy athletic performance staff to ensure appropriate programme alignment and prescription to the needs of the Academy and senior programme;
- Attend and contribute to workshops, in-service meetings and professional development courses/workshops and other supported workshops as directed by Head of Athletic Performance, Munster;
- Assist in the delivery of coach and player education programmes;
- Liaise and coordinate programming for players involved in the Sevens Programme with Head of Athletic Performance, Sevens and Director of Sevens & Women's Rugby.

KEY PERFORMANCE INDICATORS

The following KPI's are general. Specific targets will be set for your role. Annual meetings will also include an appraisal and review of the attainment of the KPI's set at previous meetings. An end of year review will also take place where the duties and responsibilities will be fully appraised.

- Deliver specific targets agreed with Munster's Head of Athletic Performance and Academy Manager and the IRFU's National High-Performance Manager and Head of Athletic Performance & Science;
- Improved proficiency of athletic performance of Academy players linked to their Individual Performance Plans;
- Ensure that the Academy's athletic performance testing is completed according to the correct IRFU National Standards and schedule, and that test data is managed and stored effectively;
- Maintain effective relationships with various staff within the Province and the IRFU;
- Carry out duties and responsibilities to an effective and efficient standard;
- Establish excellent work practices;
- Make effective and informed decisions in relation to the role and the department.