

Director of Rugby Development**Purpose**

Middlesex Rugby is committed to maintaining and strengthening our member clubs by supporting their growth, sustainability and development in terms of playing base, coaching and refereeing capabilities.

The County is committed to:

- Providing opportunities for men, women, girls and boys to play the game
- Developing all coaches at all levels within Middlesex by providing a quality coaching development programme
- Developing referees by providing a quality referee development programme

The Director of Rugby Development: Experience, Knowledge, Skills and Competencies required:

- Well-organised with accurate and efficient IT and administration skills
- Knowledgeable about coaching and referee development
- Interested in volunteer management/development matters
- Well-connected to clubs or willing to develop relationships
- Pro-active, confident and good at communicating
- Flexible and able to visit clubs at their convenience
- Knowledge of RFU Regulations 9, 15 & 21

General Responsibilities

The Director of Rugby Development is a member of the Management Board of Middlesex County RFU Ltd ('the County'). The Director is elected annually at the County AGM with the expectation of serving for at least three years and a maximum of nine years.

The role has the following overall responsibilities:

- Attending Management Board meetings and submitting a written report ahead of each meeting
- Participating in the County's annual strategy, planning and budget processes, including submitting RFU targeting funding requests/reports as necessary
- Maintaining the Rugby Development section on the website
- Writing a Rugby Development insert for monthly Newsletter
- Liaising with RFU Area Team (CB Relationship Manager, Club Developer, Facilities Team etc) as necessary
- Ensuring the Rugby Development budget is adequate and controlled.

Specific Responsibilities

With the assistance of managers and other volunteers to direct, supervise, monitor and review the County's activities in the following areas:

1. Age Grade Calendar

- Completing and communicating the Age Grade Calendar for Middlesex clubs with all stakeholders (Schools, Herts & Middlesex Junior Boys Leagues, Girls Lead, Representative Rugby)
- Arranging bi-annual Mini and Junior Chairs meetings to discuss key topics and act as a listening forum for clubs (covers both boys' and girls' rugby)
- Working with the Middlesex Club Developer on supporting clubs to complete Age Grade Registrations.

2. Middlesex Girls (U14s-U18s) Development - together with the Middlesex Girls Manager

- Oversee all areas of Girls Development, i.e. Leagues, Cups and all competitive offerings
- Arranging and running Girls Age Grade competition and playing opportunities
- Supporting and providing financial assistance for the Middlesex Emeralds International Girls Festival
- Liaising with the Centre of Excellence organiser on girls entry to the programme

3. Mini Rugby Development - together with the Middlesex Minis Manager

- Oversee all areas of Minis development
- Updating the Middlesex Festival guidance and being part of festival approval process
- Arranging and liaising with host clubs for the Middlesex Mini Festivals
- Appointing the Middlesex U12 Boys Triangular administrator and supporting with Boys U12 fixtures
- Organising Waterfall festivals at the relevant age groups

4. Youth Development - together with the Middlesex Youth Development Manager

- Oversee all areas of Youth Development, i.e. Leagues, Cups and all other competitive offerings
- Liaising with Herts and Middlesex Junior Boys League administrator
- Liaising with the partner regional Academies on the U15s entry and U16s exit into the County U17s /u18s development Programme

5. Coach Development - together with the Middlesex Coach Development Manager

- Promote the free use of the RCD on-line coaching tool to Middlesex coaches and referees
- Develop all coaches at all levels within Middlesex by providing a quality coaching development programme
- Mentoring coaches each season towards the England Rugby Coaching Award (ERCA)
- Organising end of season Coaching recognition Awards.

6. Referee Development - together with the Middlesex Referee Development Manager

- Develop referees by providing a quality referee development programme
- Organise a referee support programme
- Organising end of season Refereeing recognition Awards.

7. University & Schools Liaison - together with the Middlesex University & Schools Liaison Manager

- Develop a close working partnership with Schools, Universities, Colleges
- Liaising with and supporting the Middlesex Schools Union as necessary