

JOB DESCRIPTION

Director of Rugby



HARROW
SCHOOL

DEPARTMENT	Sports Department
REPORTS TO	Deputy Head Master via the Director of Co-Curriculum and Director of Sport
RESPONSIBLE FOR	Rugby coaching and holistic development of rugby at Harrow
WORKING PATTERN	3 terms (your employment contract will give full details)
ISSUE/REVISION DATE	May 2025

BACKGROUND

Harrow School is one of the world's most famous schools. Founded in 1572 by a local yeoman farmer, John Lyon, under a Royal Charter granted by Queen Elizabeth I, it is located on a 324-acre estate encompassing much of Harrow on the Hill in north-west London. Around 830 boys aged 13 to 18, who come from all over Britain and across the world, live in the School's 12 boarding Houses, and there are about 120 teaching staff and over 500 non-teaching staff.

All members of staff work to a single, uniting purpose: to prepare boys with diverse backgrounds and abilities for a life of learning, leadership, service and personal fulfilment. With afternoon games five times a week, a choice of nearly 30 different sports, and regular inter-school and inter-House matches, boys are kept healthy and active at Harrow and there is a strong emphasis on the benefits of sport in the maintenance of mental wellbeing and psychological health.

Participation in sport helps Harrovians to grow, learn and enjoy themselves, while nurturing their personal, physical and intellectual skills, and developing healthy minds and bodies. For growing boys, the value of being outside, expending energy and committing to their House and School teams is well recognised: through sport, they learn about teamwork and leadership, and how to conduct themselves with integrity. The health and social benefits also remain with them long after they leave the School.

Surrounded by acres of sports fields, AstroTurf pitches, a golf course, a swimming pool, a sports centre, and numerous tennis, rackets and fives courts, we offer a breadth of sporting opportunities to match every interest and ability. Many boys play several sports, and unique occasions like the annual rugby match against Eton at Lord's provide memorable highlights in the School Calendar. Our extensive and hotly contested inter-House sports programme engages all 12 Houses in varied competitions.

The upper end of our many teams (numbering over 20 in each of our major sports) regularly win county and national championships, and our elite sportsmen have an impressive record of achievement at the highest levels internationally; some go on to enjoy professional and international playing careers.

Under the guidance Harrow's own Beaks, alongside some of the country's leading coaches, boys focus as much on their own effort and improvement as on final scores. Partnerships with professional bodies such as the Saracens Foundation and Queens Park Rangers Football Club further strengthen our sporting programme. International tours also occur on a 3 year cycle: destinations have included Malaysia and Australia for rugby, the USA for soccer, South Africa for rugby and Japan for judo.

Some Harrovians who do not consider themselves athletes when they arrive at the School discover new sports and the talent to play them with great skill and flair. Many continue to enjoy the sporting abilities they discovered at Harrow long after leaving the Hill, taking the lessons they have learnt with them into adulthood.

Rugby is one of Harrow School's primary sports and we have a vision for rugby to be played to the highest level consistently year on year. At present, rugby is played by most boys in the winter term with training taking place throughout the winter months. There are 20 teams playing rugby and the School has 14 pitches, maintained to an extremely high standard. Following on from the main competitive term, we also run development rugby in the spring term coupled with a comprehensive sevens programme.

The Director of Rugby will work closely with the Master-in-Charge of Rugby and be supported by an experienced and qualified rugby coaching staff, a strength and conditioning team and the Director of Sport.

THE ROLE

To co-lead with the MiC Rugby and deliver the strategic vision for rugby at Harrow, fostering a high-performance culture while promoting participation across the school. The Director of Rugby will drive excellence in coaching and player development across all year groups, supporting boys to achieve their potential, whether that's through high-level performance or a lifelong love of the game.

The role requires a deep commitment to mentoring both pupils and coaches, enhancing Harrow's standing as a centre of rugby excellence. The Director of Rugby will lead in embedding values-driven performance, building a programme that develops character, skill, and resilience on and off the field.

KEY RESPONSIBILITIES AND DUTIES

This job description reflects the core activities of the role and is subject to change as the sport and the post-holder develop. The School expects that the post-holder will recognise this and will adopt a flexible approach to work. In addition, the post-holder will be expected to undertake such other duties within the scope of the role as may be required by the Director of Sport.

Key responsibilities of the role are:

Leadership and Management Responsibilities:

- Lead all aspects of rugby coaching, performance, and development alongside the Master-in-Charge (MiC) of Rugby.
- Provide strategic and day-to-day leadership to Harrow's rugby coaches, including the coordination and oversight of external coaching staff.
- Set and uphold high expectations in coaching delivery, culture, and conduct, modelling professional excellence at all times.

Performance & Coaching Excellence:

- Lead and coach across the top teams in both the 15s and 7s formats, setting standards for performance and preparation.
- Design and oversee a progressive, challenging, and engaging coaching programme that supports both individual and team development.
- Embed a consistent playing and coaching philosophy throughout the School, aligned with Harrow's educational and sporting values.

Coach Development:

- Develop and implement a coaching framework that supports the growth of all rugby staff, offering mentorship, resources, and CPD opportunities.
- Keep coaches updated on best practice, law changes, and emerging trends through structured communication and regular in-house training.
- Monitor and support the effectiveness of coaching delivery across all year groups.

Player Development & Welfare:

- Oversee individual feedback, profiling and player development where possible.
- Work closely with the Head of Athletic Development and Medical Team to integrate rugby-specific physical conditioning and injury-prevention programmes.

High Performance & Pathway Management:

- Act as the primary point of contact with Premiership Academies - particularly Saracens - and other elite pathways, supporting talented players' progression.
- Liaise with national selectors and age-grade coaches to advocate for Harrow boys.
- Provide tailored support for academy players, including performance planning and off-field mentoring.

- Guide boys exploring rugby opportunities post-Harrow, including UK/US university applications and professional contracts.

Strategic Leadership & Communication:

- Collaborate with the MiC Rugby and Director of Sport to plan the rugby calendar, including termly schedules, tours, training camps, and fixtures.
- Attend and lead on all trips, tours and out of term training camps.
- Promote a cohesive approach to sport across the School, contributing to a shared culture of athletic excellence and educational enrichment.
- Communicate proactively and professionally with parents, schools, clubs, and governing bodies to champion Harrow rugby.

Recruitment & Outreach:

- Take the lead in identifying and attracting talented players at both Year 9 and Year 12 entry points, ensuring a strong pipeline of future players.
- Build and maintain strong relationships with prep, primary, and feeder schools through outreach events, coaching days, and CPD workshops.

Culture & Values:

- Promote the values of Harrow School through rugby, developing sportsmanship, integrity, and ambition in every boy.
- Ensure that all aspects of the rugby programme reflect Harrow's commitment to excellence, inclusion, and personal growth.

Additional Contributions:

- Support the broader sporting life of the School by contributing to coaching in other sports where required.
- Play an active role in whole-school life, contributing to the co-curricular and pastoral ethos of Harrow.

The post-holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom s/he is responsible or with whom s/he comes into contact will be to adhere to and ensure compliance with the School's Child Protection and Safeguarding policies and procedures at all times. If in the course of carrying out the duties of the post the post-holder becomes aware of any actual or potential risks to the safety or welfare of children in the School s/he must report any concerns to his/her line manager or the School's Designated Safeguarding Lead.

This position is subject to an enhanced check with the Disclosure and Barring Service in the event of a successful application. Copies of the School's Code of Practice and Policy on the Recruitment of Ex-Offenders is available from the HR team.

PERSON SPECIFICATION – Director of Rugby

SCHOOL VALUES AND BEHAVIOURS

All staff are expected to conduct themselves in line with the School's values which are: **Courage, Honour, Humility** and **Fellowship**. While the School's values set out what matters most to us, the behaviours below are intended as a shared set of expectations to refer to, and standards to aspire to, in our dealings with others. They are the practical application of our values.

COURAGE

- We remain optimistic and purposeful in a disrupted world.
- We take responsibility for our decisions, even the hard ones.
- We always challenge poor behaviour in ourselves and others.
We are open to new ideas, and seek fresh challenges.

HONOUR

- We keep our promises.
- We act with integrity – doing the right thing, even when it is difficult or when no one is watching.
- We respect and value our traditions whilst setting them in the context of today.

HUMILITY

- We work hard to serve others within the School and across our wider communities where possible putting their interests before our own.
- We give and seek honest and appropriate feedback, reflect on our failures and learn from them.
- We support each other through challenges and whatever the outcome, we celebrate those that took part.

FELLOWSHIP

- We respect each other and value our differences, knowing that we are more effective and more resilient working together.
- We are kind and inclusive; we value the contribution that each of us makes.
- We role model the behaviours that we would like to see in others; we ask only of others what we would be prepared to do ourselves.

In addition to modelling our values and behaviours, post-holders/candidates will be expected to demonstrate the following:

QUALIFICATIONS, EDUCATION AND TRAINING

ESSENTIAL

- Minimum Level 3 /Advanced Coaching Award RFU qualification in coaching rugby or working towards it.
- Nationally recognised coaching and/or other vocational qualifications relevant to the sport and fitness industry.

KNOWLEDGE AND EXPERIENCE

ESSENTIAL

- Experience of playing professional rugby or coaching within professional rugby and/or elite pathway structures.
- Experience of working with elite/aspirational rugby players.
- Evidence of being able to work to higher-level rugby coaching qualifications.

DESIRABLE

- Experience of coaching school-age rugby players.
- Experience of playing and coaching international rugby.
- Active involvement in relevant regional, national and/or international organisations and associations.

SKILLS AND ABILITIES AND PERSONAL ATTRIBUTES

- Strong communication skills, both interpersonal and public.
- Decisive and confident approach to organisational management.
- The capacity to analyse and improve systems.
- Personable, supportive and able to motivate and work in a team.
- A self-starter capable of creating new ideas and implementing them.
- Willingness to embrace Harrow's broad environment and approach to all-round education.
- Commitment to equality and diversity.