



**ROSS SUTHERLAND
RUGBY**



Ross Sutherland Rugby Club Community Cash Back Development Officer

Job Information Pack

Job Title:	Ross Sutherland Rugby Club Cash Back Development Officer
Employer:	Ross Sutherland RFC
Location:	Ross Sutherland RFC & Ainess Community
Working Hours:	20-25hrs per week
Salary:	Negotiable hourly rate based on experience, skill & qualifications.
Post Status:	Fixed Term for until March 2023
To Apply:	Submit a Covering letter and C.V to confirming your interest and relevant experience to Stewart Ross, Youth & Schools Projects & Partnership Officer, Caledonia Midlands, Stewart.Ross@sru.org.uk Closing Date Thursday 26th November
Interview date(s):	Week beginning 6th December
Interview to include:	Presentation(s), followed by questions. Interview will take place via zoom platform
If you have any queries regarding this vacancy, please contact:	Stewart Ross on 07764178920
Additional Information	Candidates must have the ability to work in the UK as of January 2021

Background:

Ross Sutherland Rugby Club has a thriving mini and youth section providing club rugby for over 150 young people in the Ross Sutherland area. The youth section is supported by an ever-evolving community development programme which is lead by their Area Development Team. Moving forward Ross Sutherland Rugby Club aim to expand their community reach by working in partnership with Scottish Rugby and Cash Back for Communities to deliver a Cash Back School of Rugby at Alness Academy.

Job Purpose:

The post-holder is expected to uphold and actively promote the ethos of Ross Sutherland Rugby Club, Scottish Rugby, Cash Back for Communities, Alness Academy and all community partners. We are looking for a highly motivated and enthusiastic individual who through their actions will present as a positive role model within Alness Academy and the surrounding Alness area.

The post-holder will provide opportunities for all to participate in the game of rugby union with a focus on hard to reach and/or disengaged groups within both the primary and secondary sector as well as working with young adults who are not in permanent education or employment.

The successful candidate will report to Andy Mohun (Ross Sutherland RFC Community Development Manager), Stewart Ross (Scottish Rugby, Youth & Schools Partnerships Officer) and Sinclair Patience (Scottish Rugby, Regional Manager, Caledonia North). They will produce regular reports in partnership with school staff to evidence key targets being met. Reporting will consist of both quantitative and qualitative information.

Key Contacts for this post will be:

- Alness Academy SMT/ Physical Education Department
- Scottish Rugby contacts
- Ross Sutherland Club Representatives
- Active School Coordinators (Primary & Secondary)
- Community Police Officers
- Local community group deliverers

Key Accountabilities:

- Increase playing participation in Alness Academy at all age groups
- Support high quality delivery of School of Rugby sessions to both junior and senior phase
- Deliver Wider Achievement Programmes including Strength & Conditioning delivery
- Deliver extra-curricular sessions with a strong focus on the Scottish Rugby Blueprint
- Work in partnership with other stakeholders to raise the profile of rugby in the local area particularly in areas of high SIMD levels
- Coordinate and deliver Community Rugby events working closely with diversionary groups and community police officers
- Create, implement and deliver rugby initiatives in selected primary schools with a focus on P6/7 curricular and extra-curricular sessions
- Coordinate an education programme for junior and senior phase pupils
- Report extensively on the School of Rugby and Community Rugby events

Person Specification

Relevant Skills / Aptitudes

Essential

- Ability to work creatively, both independently as well as part of a wider team
- Strong planning skills, well organised and able to prioritise workload to meet deadlines
- Ability to work and inspire young people
- Ability to work in partnership with stakeholders
- Ability to lead others
- Highly motivated and self-driven
- Excellent communication and interpersonal skills
- Computer literate; including Office products; Outlook, Word, Excel and PowerPoint
- Confident practical Presentation Skills

Knowledge and Experience

Essential

- Good understanding and experience of delivering rugby and or other sports development programmes
- Ability to use social media channels to promote and generate interest and understanding
- Ability to deliver rugby sessions to a high standard in primary, secondary and club & community settings.

Desirable

- Knowledge of working with hard to reach groups using sport as a catalyst for change
- Proven ability to seek out new opportunities to increase and sustain participation
- Previous experience working with community groups to deliver community events which engage hard to reach groups
- Ability to work strategically with partners to deliver positive project outcomes

Other Requirements

Essential

- Desire to complete relevant Scottish Rugby coaching and refereeing qualifications
- Ability to work flexible hours including evenings and weekends
- Valid UK Driving licence
- Undergo & complete relevant PVG Disclosure
- Strength & Conditioning delivery experience

Desirable

- UKCC Level 2 in Rugby Union or equivalent
- Scottish Rugby Coach Educator/Trainer
- Relevant Further Education qualification or equivalent
- Relevant Strength & Conditioning qualifications