



## Transition Officer

<b>Job Title:</b>	Transition Officer	<b>Club:</b>	
<b>Reports to:</b>	Director of Rugby or similar	<b>Location:</b>	
<b>Work Pattern:</b>	4 hours per week during season. Time focus on work at end of season and start of new season.	<b>Salary Band:</b>	
<p>Takes a lead on aiding the transition of players from one aspect of the game to their next. This can include helping transition youth players into senior rugby, youth players into university rugby, new players joining the club and senior players into roles beyond playing.</p>			
<p><b>Knowledge and skills required:</b></p> <ul style="list-style-type: none"> <li>• Understanding of structures within youth and senior rugby</li> <li>• Strong communicator with both youth and senior players</li> <li>• Understanding of coaching qualifications and development opportunities</li> <li>• Organisational skills with a view to tracking players</li> </ul>			
<b>Key Accountabilities:</b>			
Take responsibility for player transition from one area of the game to another.			
Identify strategies to support players who are; entering the club, moving between age grades, being promoted/demoted to teams, leaving for/returning from university, changing to a non-playing role including team management, coaching, match officiating or club committee role.			
Create and implement initiatives to help retain young players.			
Meet with every transitioning player and establish player plans and contacts.			
Identify individual's needs and signpost opportunities to them.			
Coordinate delivery of an individually tailored programme.			
Organise guest coaches to visit from other teams.			
Plan for session (or part session) to be combined between teams to aid transition.			
Highlight role models and mentors for young players.			
Arrange reunion activities for groups.			
Demonstrate and promote behaviours to create a positive environment.			