



## **Age Grade Head of Youth Development**

### **Job Description**

This role is pivotal in shaping the future of the club by nurturing young talent, supporting coaches, and aligning youth programs with national standards. The age grade HoD will lead and oversee the strategic development of the club's age grade rugby program (U6–U18), ensuring a safe, inclusive, and high-quality environment that promotes player growth, coach development, and long-term club sustainability.

### **Lines of Reporting**

Reports to: Amesbury Director of Rugby

Liaises with: Age Grade Manager, Coaches, Parents, Safeguarding Officer, Fixtures Secretary.

### **Roles & responsibilities**

- **Strategic Leadership**
  - Develop and implement a youth development strategy aligned with the club's goals and RFU guidelines.
  - Lead the planning and delivery of age grade rugby programs from U6 to U18.
  - Monitor progress and impact of youth initiatives, reporting to the club manager or Director of Rugby.
- **Player Pathway Management**
  - Oversee the player development pathway, ensuring smooth transitions between age groups.
  - Identify and support talented players for representative rugby or academy opportunities.
  - Promote inclusive participation and retention across all ability levels.

- **Coach Development**

- Recruit, mentor, and support age grade coaches.
- Organize CPD (Continuing Professional Development) sessions and ensure coaches meet RFU standards.
- Foster a collaborative coaching culture that prioritises player welfare and development.

- **Safeguarding and Welfare**

- Ensure safeguarding policies are embedded across all youth activities.
- Work closely with the club's Safeguarding Officer to maintain compliance and respond to concerns.
- Promote a safe, respectful, and enjoyable environment for all players.

- **Stakeholder Engagement**

- Liaise with schools, community groups, and regional rugby bodies to promote youth rugby.
- Represent the club at county or regional youth development forums.
- Communicate effectively with parents, volunteers, and club officials.

- **Governance and Compliance**

- Ensure adherence to RFU Regulation 15 and other age grade policies (e.g., Half Game Rule, playing up/down).
- Maintain accurate records of player registration, attendance, and progression.
- Support the club's strategic plan and contribute to management discussions.

## **Time Commitment**

- Weekly training and match day support (typically Sunday Mornings)
- Monthly club meetings
- Seasonal planning and registration duties

## **Term Length**

- One season (renewable annually)

## **Review**

- Annual review with Director of Rugby