



The Rockhampton
Grammar School

Established 1881

Head of Rugby
(Union & League)

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SPORTSPEOPLE
RECRUITMENT



- Support participation in rugby union & rugby league
- Drive performance of the program
- Provide opportunities to progress in each sport

The Rockhampton Grammar School

Established in 1881, The Rockhampton Grammar School (RGS) is one of the oldest schools in Australia. An independent, co-educational school and Queensland's largest boarding school, RGS offers an Early Learning to Year 12 educational journey. As Central Queensland's best performing school for academic excellence, RGS also offers a huge range of co-curricular activities including sport, music, dance, agriculture, outdoor education and much more.

The extensive on-site facilities provide plenty of opportunities for all students to participate. Participation from everyone is central to a successful school, regardless of ability or experience. Students make full use of an indoor gymnasium, two sporting ovals, indoor multi-purpose hall, dance studios, theatre, music rooms, undercover arena, outdoor Olympic size swimming pool, four tennis and six netball courts, a beach volleyball court and cricket nets. For the rugby union & rugby league programs, activities take place at the impressive Rugby Park complex at The Range.

Rugby Union is available to Secondary students, boys & girls. The inter-school competition for girls is in Term 1 (boys and girls). The First XV and U15 Boys compete at the Ballymore Cup in April school holidays.

Rugby League is available to Primary (Friday afternoon sport) and Secondary students (boys and girls). The inter-school competition for girls is Term 2 and for boys in Term 3. The First XIII and U15 Boys participate in the Dolphin's Cup in Terms 2 and 3 and the First XIII in the Confraternity Shield during the July school holidays.

About Rockhampton

Rockhampton is a city that's all about liveability, with affordable country living and all the big city advantages, river and mountain views, a thirty-minute drive to the coast, and an easy commute to work - all in one place.

Rockhampton is heart of the Fitzroy Basin, Australia's second largest river system, bordered by the Berserker Ranges in Mt Archer National Park, and just a short distance away from the Southern Great Barrier Reef, some of Queensland's great beaches are right on the doorstep.

There's also an abundance of events and festivals throughout the year.



Head of Rugby (Union & League)

The Head of Rugby (Union & League) must be passionate about the development of school rugby union & rugby league. The main functions of the role are to support and encourage participation in rugby union & rugby league at RGS, through leading staff and students in representing the School positively, to develop the skills of every member in an effort to reach excellence and provide members with opportunities to progress in the sport during and beyond RGS.

This position is offered as either a teaching or non-teaching role. If the successful applicant is offered the position as a teaching role, a reduced teaching load will be assigned specific to the experienced teaching area of the candidate.

The Head of Rugby (Union & League) is a full-time, permanent position, working 38 hours per week with a requirement to work 44 weeks per year, and has autonomy to oversee all aspects of the school rugby union & rugby league program. The role is responsible and accountable for the performance of the programs and their members. The role reports to the Director of Co-Curriculum and is well supported by the Sports Administrator, Sports Registrar and Parent Support Group. There are professional development opportunities within the role to further advance their skills. The School looks to liaise and develop relationships with elite rugby union & rugby league organisations.

To be considered for this role you will have significant rugby union and/or rugby league experience, either as a coach, athlete or administrator, ideally producing successful results with school-aged athletes. Your excellent planning, organisational and interpersonal communication skills will allow you to form effective working relationships with athletes, their coaches and parents.

This role presents a unique opportunity to make a positive impact on the success of young rugby union & rugby league players both on and off the field at one of Queensland's leading schools.



Key Responsibilities

Representing the School

- Communicating the vision and purpose of RGS Rugby Union & Rugby League effectively
- Developing and maintaining close and positive relationships with local Rugby Union & Rugby League Associations
- Attending Parent Support Group monthly meetings and leading conversations about RGS Rugby Union & Rugby League

Ensure RGS Rugby Union/Rugby League is managed productively

- Leading the coaches, referees, players and volunteers in working to meet the goals, future direction and priorities of RGS Rugby Union / Rugby League programs
- Organisation and delegation of tasks to administrators, coaches, parents or players
- Creating and actively maintaining a positive rugby union & rugby league culture

Management

- Sourcing, allocating and supporting coaches to appropriate teams
- Organising / facilitating competitions whether they be weekly, stand-alone carnivals, or tours
- Assisting with behaviour management of players, parents, and other team's in support of members

Communication

- Working with the marketing department to publish communications on a range of media including Facebook, emails, notices and assemblies to enhance knowledge of rugby union & rugby league happenings
- Working closely with Director of Co-curricular, Sports Registrar, Sports Administrator and other Teachers in Charge (TIC's) and staff

Development

- Designing, developing and reflecting on programs using research and up-to-date information that is in-line with relevant peak sporting bodies at local, State and national levels
- Coordinating programs designed to improve skills of members in every area (coaching, refereeing, volunteering, playing)
- Collecting, formulating and providing feedback to members, to assist in the effectiveness of programs
- Managing talent identification programs that encourage the development and selection of holistic athletes
- Liaising with auxiliary staff to support the development of athletes in a range of areas (nutrition, mental health and fitness)
- Working with coaches in rugby union & rugby league across all grades

Other duties as the Director of Co-Curriculum may reasonably require from time to time.

Safeguarding Children and Young People

The School takes child protection seriously, and as a staff member of The Rockhampton Grammar School, you are required to meet the behaviour standards outlined in the school's Practice and Behaviour Guidelines. You will receive a copy of these guidelines as part of the induction process.



Mandatory Requirements

In addition to demonstrating **relevant experience across the core functional areas of responsibility identified in this Position Overview**, candidates applying for this role will require a range of personal and professional skills, including:

- Expertise in the sport of rugby union and/or rugby league
- Coaching qualifications in rugby union and/or rugby league
- Ability to communicate effectively with students, parents, coaches, sports associations, contractors, teachers and service providers
- Excellent time management skills and an ability to prioritise
- Ability to work as a member of a team as well as autonomously
- Current Full Driver's License
- Satisfactory Criminal Records Check
- (In case of a Teacher) Registered with Queensland College of Teachers (QCT) alternatively (in case of non-teaching) a current Police Check and Blue Card (Working with Children Check)
- Willingness to complete the Safeguarding Children Online Training Certificate
- Commitment to a Child Safe environment and the school's Practice and Behaviour Guidelines
- Willingness to support the ethos and values of the School

Residency & Immigration

Candidates must be an Australian Citizen / Permanent Resident or have unlimited working rights within Australia to be considered for this position.

Hours of Work

The Head of Rugby (Union & League) role is a full-time, permanent position, working 38 hours per week with a requirement to work 44 weeks per year.

Due to the nature of the role, flexible hours will be required to oversee all aspects of the rugby union and rugby league programs, including some evening and weekend work.

There would be some expectation of work in school holiday time including at the start of the year to prepare for the season and week-long carnivals in the middle of the year.

Location and Travel

The position is based at The Rockhampton Grammar School, Archer Street, Rockhampton.

A small amount of travel throughout the district and wider Queensland may be required to attend various programs and events.

Remuneration Guide

Remuneration is negotiable dependent upon qualifications and experience as per the RGS EBA. At the time of applying, candidates are invited to indicate their current salary and salary expectations.

Additional benefits include staff meals (morning tea and lunch), wellbeing services such as staff yoga and gym sessions, career and professional development opportunities, uniform allowances, access to School facilities and salary packaging options.

Candidates are invited to discuss their salary expectations with Sportspeople Recruitment prior to applying.

Timelines

Final interviews and the appointment of the Head of Rugby (Union & League), The Rockhampton Grammar School are scheduled for April, 2024.

The successful candidate would be expected to commence duties as soon as possible (by negotiation), mindful of notice periods and general availability.

Website & Social Media

For more information and news items on all facets of activities, services and programs, visit:

School website: rgs.qld.edu.au

Facebook.com/[TheRockhamptonGrammarSchool](https://www.facebook.com/TheRockhamptonGrammarSchool)

Instagram.com/[therockhamptongrammarschool](https://www.instagram.com/therockhamptongrammarschool)

LinkedIn.com/[school/the-rockhampton-grammar-school](https://www.linkedin.com/school/the-rockhampton-grammar-school)

Please apply now!

Please note Sportspeople Recruitment will commence screening and interviewing for this role immediately.

If you are intending to apply, please do so now. We reserve the right to close the role as soon as sufficient merit applications are received.

Candidates must complete and submit the **COMPULSORY Sportspeople Recruitment Application Form** at the time of applying. The form is available as a download at the Sportspeople Recruitment website listing for this role and contains questions against which we require your specific response prior to considering your application.

Sportspeople Recruitment prefers a 1-2 page letter of introduction and an accompanying CV of no more than 6 pages, merged into the Application Form as one MS Word file.

Apply to

Your application should be sent electronically via the “Apply Now” link at the advertisement via sportspeoplerecruitment.com/jobs

Enquiries

In the first instance general enquiries should be directed to **Scott Oakhill on 0408 258 337 or FREECALL AU 1800 634 388 or +61 2 9555 5000** or via admin@sportspeoplerecruitment.com.

About Sportspeople Recruitment

The Head of Rugby (Union & League) search and recruitment process is being managed exclusively by **Sportspeople Recruitment**.

Sportspeople Recruitment is a leading executive search and recruitment firm servicing sport business. Celebrating 28 years in 2024 our curated Talent Network has been developed as a result of successfully filling thousands of roles across the A-Z of sport business employers. We offer the most experienced Consultant team in the market available to assist with executive search, general recruitment, hiring strategy, remuneration planning and executive/Board advice.

We are delighted to have been appointed by The Rockhampton Grammar School as the exclusive search partner for the Head of Rugby (Union & League) position.

Merit Recruitment

Don't meet every single requirement? Studies have shown women and minority groups are less likely to apply for jobs unless they meet every single qualification. **Sportspeople Recruitment has a reputation as a leader in merit recruitment.** Everything we do has a focus on presenting the best candidates to our client Employer whilst maintaining a commitment to do what we can to address the imbalance of under-represented groups in leadership positions.

If you believe you have what it takes to perform this job but don't tick off every single qualification and experience we've listed, we encourage you to focus on the strengths, experience, qualifications and soft-skills you do have as the reasons you should apply. Believe in yourself and if still in doubt call our Consultant for a quick chat or simply apply. Without an application we can't consider you and we'll never consider your application a waste of our time.



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