



Headmaster T N M Lawson

Schools Rugby Manager / Post-graduate Sports Coach (rugby) 2026

Introduction

The College, in partnership with the RFU seeks to appoint an inspirational and energetic, Schools Rugby Manager (SRM) / Post-graduate Sports Coach (rugby) from July 2026. This is a full-time role, fixed term for 3 years but may be extended depending on RFU funding. The right person will have a marvellous opportunity to work in a stimulating environment where colleagues, pupils, resources and buildings all strengthen the process of teaching and learning.

The position would suit someone passionate about rugby specifically, and sport in general and who may be considering a future in delivering and managing sports in an educational setting. Candidates may already be working in a similar role in the sector or be an experienced player or coach wanting to put his or her experience to use in a different context.

The College

Eastbourne College is a co-educational HMC independent school of just over 550 pupils, of whom half are full-time boarders. It is a strong community with excellent links with local schools and the remarkable town in which it is located.

Academic standards are very high with an average of 80% of A-level grades being awarded A*, A or B in the last four years. At GCSE just under 60% of all grades awarded are 9-7. The College recruits from a wide ability range and value-added outcomes are exemplary. The majority of College leavers enter higher education in leading universities at home or abroad.

The College is run as a boarding/day school, with academic lessons and games Monday to Friday and a programme of guided opportunities alongside sport fixtures on Saturdays. Day pupils share the same wide curriculum as boarders and enjoy equal access to the physical and human resources of the school. Day pupils benefit from an extended day ending for most at 6pm although some remain later until 9pm on weekday evenings.

We are proud of our rich cultural and sporting traditions. The recently built Project 150 is a hub of sport, classrooms, dining space and much more; it is a world class facility for sport. We have an enviable reputation for sport both regionally and nationally. Eastbournians frequently play at county and regional level in a variety of sports including hockey, rugby, cricket, tennis, netball as well as triathlon and windsurfing; several current and old Eastbournians have gone on to achieve international honours and play professional sport.

Eastbourne College places great emphasis on the importance of developing a school in which education is built on core values and positive, supportive relationships. These central qualities will endure long after a student moves on from the College. The five key values of participation, the pursuit of excellence, integrity, courtesy and kindness are, it believes, the bedrock upon which every child's education should stand, providing them with the wherewithal to flourish both at school and beyond.

More information about the College may be found by visiting the website: www.eastbourne-college.co.uk

News of latest events can also be found by visiting our Facebook page:
<https://www.facebook.com/EastbourneCollege>

Rugby at Eastbourne College

Eastbourne College strives for all pupils to be instilled with a life-long love of sport and the positive values it encapsulates. The College rugby aims for sporting excellence in the area and nationally, measured through prominent appearances at county, regional and national level competitions and also through creating opportunities for all pupils to enjoy learning and developing in the sport. The College has an advanced rugby programme and an all-year-round provision for players which includes timetabled training sessions, a focussed strength and conditioning programme, video analysis, individual support, a strong fixture card over two terms, and support with external clubs such as Sussex and Harlequins.

Eastbourne College aims to be ever-more rooted in the local community, and a key part of our sports development programme is to cultivate and reinforce links with our traditional feeder schools, local clubs and local primary schools. Not only does this play a vital part in promoting the College and recruiting pupils into the school, but it also plays a significant role in ensuring that the College is further embedded as an integral part of the remarkable town in which it is located. The Schools Rugby Manager / Post-graduate Sports Coach (rugby) will work closely with the Director of Rugby in building and fostering these links.

St Andrews Prep is the primary feeder school of the College and the Eastbourne charity and supporting the development of rugby at the grass roots level at St Andrew's Prep will also be an aspect of the role. It is expected that through working with St. Andrew's Prep, they will arrive at the College imbued with the passion and skills required to support our on-going sporting success.

All members of Common Room are expected to make a full contribution to the co-curricular life of the school and many bring huge enthusiasm and skill to the coaching of sport in the College. Successfully supporting all staff, from former professionals to willing amateurs will be a key indicator of success in the role.

The College operates as a full boarding school, and it is expected that the successful candidate will contribute not just within rugby. The exact delineation of responsibilities will be determined by the specific strengths and skills of the person appointed.

Job Description

1. **Job Title:** Schools Rugby Manager (SRM) / Post-graduate Sports Coach (rugby)
2. **Responsible to:** Director of Sport
3. **Job Summary:** A full-time role, delivering the dual function of RFU SRM and Post-graduate Sports Coach (Rugby). To be the RFU's SRM in the local community and to support the provision of rugby (and other sports as directed by the Director of Sport) at Eastbourne College in line with the school's core values of participation and pursuit of excellence. To set an example of top-class coaching and the values in which sport is played in the school. To promote the excellence of College rugby county wide, regionally and nationally. This is a 3-year fixed term contract dependent on on-going RFU funding, which may also be extended beyond the 3 years.

4. Duties and Responsibilities

RFU SRM:

- a) Produce and implement an agreed local delivery plan for partnerships schools which will:
 - Introduce and grow Rugby into c.3-4 secondary schools and c.15 primary schools per year in agreement with RFU.
 - Introduce T1 Rugby (non-contact) to both boys and girls.
 - Engage young people in rugby union.
 - Upskill teachers and young leaders in rugby union delivery.
 - Advocate for rugby union as curriculum activity and for teacher release to attend RFU CPD.
 - Provide rugby union as an extracurricular activity.
 - Enable students to participate in rugby competitions/festivals.
 - Engage with local clubs to develop and enhance school-club links and transition
 - Support transition within rugby from primary to secondary then onto further education
- b) Link with and build partnerships with other local partners and RFU staff to ensure a joined-up approach within the geographic area which maximises investment.
- c) As part of national RFU programmes, deliver local Year 7 girls and Year 9 T1 Rugby Series events.
- d) Attend 2 x national SRM face to face development days
- e) Provide data relating to agreed Key Performance Indicators including:
 - Number of young people, schools/colleges and clubs reached.
 - Number of young people taking part in activity and number transitioned to clubs.
 - Number of staff and young leaders trained.
- f) Provide good news stories, models of good practice and insight which can be used across other partnerships and by RFU.

Coaching at the College alongside SRM role:

- a) To be an exemplary coach of rugby, leading by example and supporting other rugby staff in their coaching skills development
- b) To be responsible for the coaching of the College rugby squads and undertake delivery of sessions each week to age groups and teams from 1st XV to U14s.
- c) To deliver a minimum of 40 hours weekly across the maintained sector term time. Further commitment and actual times to be agreed with the Director of Sport and Director of Rugby. The seasonal change in the year may mean the loading of hours may fluctuate during the year and you may be tasked to help with other sports in each term.
- d) The SRM/ Post-graduate Sports Coach (rugby) may help the Director of Sport utilise the College Gym to further the delivery of the programme to rugby players but with scope to broaden to the wider College community.

- e) To assist in the delivery of match day logistics and work with the catering and transport departments if required.
- f) To work closely with the Director of Rugby to ensure that a consistent, coherent strategy for player development exists in the school.
- g) To deliver and support staff and players at all levels in games sessions as directed by the Director of Rugby.
- h) To deliver coaching sessions at feeder schools to the College as guided by the Director of Rugby in agreement with the Director of Sport.
- i) To work with the Director of Rugby to coach at St. Andrew's Prep when appropriate to further develop consistent links between the two schools; leading coaching sessions and supporting staff CPD as necessary.
- j) To help forge links with Sussex rugby, Harlequins, RFU and others as necessary to ensure that opportunities are made for individuals to gain representative honours.
- k) To develop and grow relationships with local clubs, feeder schools and others to build external capital.
- l) To develop reputational recognition of, and value for, College rugby locally, regionally and nationally.
- m) To work with the Director of Rugby to maximise the potential for rugby development through the enhanced facilities available in Project 150 and the wider College facilities e.g. Memorial and College Field.
- n) Schools Rugby Manager / Post-graduate Sports Coach (rugby) will attend 7s tournaments in the Lent term and other fixtures, as agreed with the Director of Rugby and Director of Sport. In addition will be expected to be available to referee/run a team on available Saturdays, alongside coaching at external rugby clubs as part of the SRM role.
- o) The Schools Rugby Manager / Post-graduate Sports Coach (rugby) will actively help recruit players to the College for 13+ and 16+ whether it be for the Robin Harrison named award or the sports scholarship assessments. To advise and assist the Director of Rugby in encouraging rugby players and families to consider Eastbourne College to be the senior school of choice for rugby and education.
- p) Video analysis, Individual Development Programme, unit sessions and as directed by the Director of Rugby and Director of Sport.

Other

- a) To attend INSET and other training courses as appropriate as requested by the Director of Rugby and Director of Sport, the Deputy (Co-curriculum) or other members of the Senior Management Team.
- b) Providing support to the Director of Sport in the administration of sport more generally in the school and/or attend important events which may benefit the College.
- c) In conjunction with the Director of Rugby and Director of Sport, the role carries with it the prospect to develop rugby opportunities associated with the College and will be encouraged and supported:
 - The provision of the new camps and courses in the holidays for interested pupils and external/prospective players and families for both elite and participation levels:
 - i. Administrative help within the College is available.
 - ii. Employment of other coaches may be necessary to facilitate this.
 - The growth of rugby at St Andrew's Prep in conjunction with the Director of Rugby and Directors of Sport at the College and St Andrew's Prep.

Additional

Other dimensions may be added to the role according to the skills exhibited by the appointee. These may include, by way of example:

- To play a pastoral role, if accommodation is available, by acting as a tutor to pupils within a boarding house. Taking a duty night may be available and remunerated if desired.
- To play a mentor role to the sports and rugby scholars in the College as directed by the Director of Sport.
- To attend whole school celebratory or congregational events as requested by the Headmaster.
- To carry out other duties associated with the role as requested by the Headmaster or other member of the Senior Management Team.

Safeguarding Duties

- a) The post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom they are responsible, or with whom they come into contact will be to adhere to and ensure compliance with the School's Safeguarding and Child Protection Policy Statement and staff code of conduct at all times.
- b) The post holder will be engaging in regulated activity. There are particular safeguarding issues requiring attention for this post.
- c) The responsibility for pupil discipline, occasional one-to-one settings or trips/transport, and variety of situations require staff in this post to have a deep and wide understanding of safeguarding procedures. They have a broad view of pupil behaviours and should exercise vigilance regarding child protection issues.
- d) 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, they must report any concerns to the School's Designated Safeguarding Lead or, if they are the School's DSL, to the Headmaster and relevant agencies.

In making the appointment the Headmaster will have regard to the experience and potential specifically exhibited by candidates. The exact delineation of responsibilities will be determined by the strengths and interests of the appointee.

This job description may be altered to meet changing educational context at the discretion of the College.

5. Person Specification

Applicants should be able to demonstrate the following:

Attribute	Essential	Desirable
Education and Training	• Evidence of playing and/or coaching rugby at a credible, representative level • Evidence of continuous personal and/or professional development • RFU, or similar, accredited coaching qualification(s).	• Educated to degree level or beyond
Experience	• An ability to coach rugby to young people of all abilities • An ability to coach and develop talented players to representative level • Significant experience of rugby as a player and/or coach at a representative level	• Schools experience • Experience of working in a boarding/residential environment
Skills	• Excellent communication and listening skills • Strong organisational and administrative skills • A high level of ICT competency • An inclusive manner and the ability to work in a team • The ability to interpret quantitative and qualitative feedback; to monitor and evaluate	
Personal Qualities	• Dedication, loyalty, commitment and positivity. A self-reliant, self-starter –	

	capable of independent planning and delivery of programmes. • An inspirational motivator – required to forge new connections with a wide range of stakeholders to deliver the SRM role e.g. local clubs, local schools. Sustaining positive relationships with all in the College and wider community. • A belief in the College's core values and the determination to uphold them • An ability to set deadlines, meet them and manage expectation against them • Patience, compassion, courage, resolve and objectivity. • Capacity for hard work • Being a positive role model for all in the College and wider community by virtue of approachability, personal conduct and standards of expectation.	
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6. Salary and Conditions

Contract: This is a full-time role, fixed term for 3 years but may be extended depending on RFU funding.

Salary: £17,500 per annum.

Holidays: 28 days' holiday to be taken during College holidays.

Pension: After three months' service, you may be automatically enrolled into the Eastbourne College WorkSave Pension Scheme (details are available from the HR Department), depending on level of earnings. You may also choose to opt in to the pension scheme. The College will contribute 5% of gross salary and you will be expected to contribute 3%. You may choose to opt out of the pension scheme.

Other Benefits:

- Free meals during term time
- Free use of College facilities.
- Single occupancy accommodation may be available

7. Application process

To apply, please visit www.eastbourne-college.co.uk/contact/employment-opportunities and click the 'Apply Now' button to complete the required application form.

A letter of application and an up-to-date CV should be uploaded with this online application form.

Applications should be received by **Monday 25 May 2026**

For any queries, please contact Human Resources on 01323 452288 or email hr@eastbourne-college.co.uk.

8. Safeguarding & Equal Opportunities Statement

Eastbourne College (Incorporated) is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The appointment is subject to appropriate child protection screening, including checks with past employers and the DBS.

Post holders will be engaging in regulated activity.

All posts are exempt from the Rehabilitation of Offenders Act 1974 and the Charity is therefore permitted to ask job applicants to declare all convictions and cautions (including those which are “spent” unless they are “protected” under the DBS filtering rules) in order to assess their suitability to work with children.

Eastbourne College (Incorporated) welcomes applications from all sectors of the community as we aspire to attract staff that match the social and cultural diversity of our pupil intake. We consider the most important factor to be the right skills, abilities and attitude for the job which will ultimately improve the well-being and education of the pupils.

Eastbourne College (Incorporated) is a non-smoking establishment.

Postscript

There are many attractions to teaching at Eastbourne College, not least its location on the south coast in the sunniest part of the country.

The College provides a safe urban environment in an attractive part of a peaceful town where pupils have easy access to shops, cinemas and theatres at appropriate times, and this strengthens the boarding experience. The railway station is close, with easy travel to Gatwick (one hour) and London (under 90 minutes). The beach and sea are a five-minute walk away and the South Downs (UK’s newest National Park) are literally on our doorstep.

The school is a strikingly happy, cohesive and coherent community. We look forward to receiving your application.