

The University of KwaZulu-Natal (UKZN) is committed to Employment Equity.

**FIXED TERM CONTRACT: 11 MONTHS**

**SPORT ADMINISTRATION DEPARTMENT**

**HEAD COACH: UKZN RUGBY**

**REF NO.: SA0109/2016**

The incumbent will be required to deliver and manage quality Rugby coaching to the University of KwaZulu-Natal Rugby Club, and in particular the UKZN Impi Varsity Shield team. He/ She must manage the recruitment of players and management of the Rugby scholarship students and overall development of the UKZN student rugby players.

**Minimum Requirements:**

- IRB level 2 coaching qualification
- Coaching experience of High Performance Rugby Teams (Professional/Representative)
- Boksmart Accreditation
- Driver's Licence

**REMUNERATION: R150 000 PER ANNUM \***

*The package will be spread as follows:*

- **R15 000 x 6 months (Varsity Shield: October till end March)**
- **R10 000 x 5 months (KZNRU League: April till end August)**

Applicants are required to forward a copy of their CV to the **Manager: Student Health and Sport**, University of KwaZulu-Natal, Durban.

**Tel:** +27 31 2608701. **Fax:** +27 86 4071104 or **Email:** [bashe@ukzn.ac.za](mailto:bashe@ukzn.ac.za)

The **closing date** for receipt of applications is **3 October 2016**.

Advert Reference Number **MUST** be clearly stated in the subject line.



## JOB PROFILE

### ADMINISTRATIVE DETAILS

DESIGNATION: **Head Coach: UKZN Rugby**

DEPARTMENT: **Sports Department**

### REPORTING STRUCTURES

THIS POST REPORTS TO: MANAGER: STUDENT HEALTH AND SPORT/ HOD's / RUGBY COORDINATORS

DIRECT REPORTS INTO POST AND NUMBERS: ALL RUGBY COACHES IN PMB AND DURBAN CAMPUSES

### INTERACTIONAL FREQUENCIES

EXTERNAL: 30% WITH STAKEHOLDERS IN THE RUGBY FIELD SUCH AS THE SHARKS RUGBY AND VARSITY CUP

INTERNAL: 70% WITH THE UKZN IMPI PLAYERS AND CAMPUS BASED ELITE PLAYERS AND COACHES

### PURPOSE OF THE JOB

1. To drive the UKZN Rugby Club towards achieving its goals of being one of the best rugby clubs in the province of KZN
2. To be the head coach for the UKZN Impi team for and during the Varsity Shield
3. To recruit elite players and coaches in and around the province who will become part of the UKZN Rugby teams
4. To mentor the coaching staff based at the campuses and to provide expertise in the coaching of elite players
5. To coach the Premier Division or Frank Norris U20A team during the KZN RU League

KEY RESPONSIBILITY AREAS		% OF JOB
1	Head coach for UKZN Impi in the Varsity Shield	40
2	Head coach for UKZN Premier Division/ U20A	20
3	Provision of coaching expertise to campus teams and coaching staff	20
4	Recruiting of elite coaches and players	20
TOTAL		100

DUTIES AND RESPONSIBILITIES RELATED TO KRA's
<p><b>HEAD COACH: UKZN IMPI, VARSITY SHIELD</b></p> <ul style="list-style-type: none"> <li>• To be the designated Head Coach for the UKZN Impi team playing in the Varsity Shield competition.</li> <li>• Deliver high quality, thoroughly planned coaching sessions to the UKZN Impi Rugby Team, aimed at improving the performance of both individuals and the team</li> <li>• Develop a pre-season, in-season, and post season training program</li> <li>• Work in partnership with the Strength &amp; Conditioning Coach and develop a schedule which needs to be submitted to the Sport Science department</li> <li>• Provide the Manager: Student Health and Sport with two progress reports for the Varsity Shield operations</li> <li>• Develop partnerships with Sharks Rugby for the mutual benefit of rugby program at UKZN and Sharks Rugby</li> <li>• Develop partnerships with key rugby schools in KwaZulu-Natal</li> <li>• Effectively manage the coaches for the UKZN Impi Varsity Shield Team</li> </ul>
<p><b>HEAD COACH: UKZN PREMIER DIVISION OR FRANK NORRIS U20A TEAM</b></p> <ul style="list-style-type: none"> <li>• To be the designated Head Coach for the UKZN team playing in the KZNRU leagues.</li> <li>• Deliver high quality, thoroughly planned coaching sessions aimed at improving the performance of both individuals and the team</li> <li>• Develop a pre-season, in-season, and post season training program</li> <li>• Develop enablers for player development and growth in all our teams</li> </ul>
<p><b>COACHING MENTOR FOR CAMPUS BASED COACHES AND ELITE PLAYERS</b></p> <ul style="list-style-type: none"> <li>• Effectively manage and communicate the strategies with other UKZN coaches, assistant coaches and team managers</li> <li>• Assist with Club Development at the campuses</li> <li>• Be committed to professional development of all players and Rugby Staff on all the UKZN campuses</li> <li>• Initiate coaching forums once a quarter, where coaches can share ideas around different topics</li> <li>• Develop training modules for the elite players at the various campuses</li> </ul>
<p><b>RECRUITMENT: ELITE COACHES AND PLAYERS</b></p> <ul style="list-style-type: none"> <li>• Formulate recruitment strategies and be responsible for UKZN Rugby recruitment</li> <li>• Encourage a high performance environment is sustained throughout the campus clubs</li> <li>• Develop partnerships with key rugby schools in KwaZulu-Natal</li> <li>• Develop criteria's for the recruitment of players who will be selected for UKZN Sports Scholarships and/or available bursaries</li> </ul>

EDUCATION AND QUALIFICATIONS		
	MINIMUM ESSENTIAL	DESIRED
EDUCATIONAL REQUIREMENTS	<ul style="list-style-type: none"> <li>• Matric Certificate</li> <li>• IRB Coaching Level 2</li> <li>• BOKSMART accreditation</li> <li>• A valid drivers' licence and own vehicle.</li> </ul>	
NQF LEVEL		

EXPERIENCE, KNOWLEDGE & OTHER REQUIREMENTS	
EXPERIENCE	<ul style="list-style-type: none"> <li>• Minimum of 5 years coaching at a senior, provincial or national level</li> <li>• Experience in Premier League provincial rugby, Currie Cup or Super Rugby</li> <li>• Minimum of 1 year working with the KZNRU/ Sharks/ Sharks Academy team <b>(or any other rugby union)</b></li> </ul>
KNOWLEDGE	Computer ( MS word, Internet, spreadsheet, GroupWise)
OTHER REQUIREMENTS	<ul style="list-style-type: none"> <li>• Must be able to work after hours and travel with the teams on away games to other provinces.</li> <li>• Must be available to be on away trips with the UKZN Impi team from Sunday till Tuesday for the duration of the Varsity Shield</li> <li>• Must be able to travel between Durban and PMB when required to do so</li> </ul>