

Job Title 1st XV Rugby Coach
Reports to Deputy Director of Sport

Job Purpose

We are seeking an outstanding and ambitious Rugby Coach to work with the School U18 First XV programme. The appointed coach will play a key role in the planning, delivery and ongoing development of a high-performance rugby programme, supporting talented schoolboy players to pursue excellence within a strong pastoral and educational environment.

The coach will be responsible for designing and delivering high-quality training sessions, contributing to match preparation and performance, and helping players develop technically, tactically, physically and mentally. The role requires someone who can inspire young athletes, uphold the values of the School, and foster a culture of excellence, commitment and enjoyment.

The sports programme at the School aims to cater for all pupils using Participation, Performance and Enjoyment as three principles by which to measure success. This role contributes primarily to the Performance pathway while maintaining the highest standards of pupil welfare, sportsmanship and character development.

This is a fixed term, part-time position working 12 hours per week during the 2026 Michaelmas Half (Christmas Term).

Key Tasks and Responsibilities

- Work closely with the Master in Charge of Rugby and the Head Coach of the XV to plan and deliver the U18 First XV rugby programme;
- Design, implement and review a training programme focused on skill development, tactical understanding, physical conditioning and position-specific demands, as directed by the Head Coach of the XV.
- Prepare the team effectively for fixtures, including match analysis, selection input, match strategy and post-match review;
- Support individual player development through assessment, goal-setting and constructive feedback;
- Foster a culture underpinned by discipline, respect, teamwork and sportsmanship;
- Promote safe, positive and inclusive training and match environments at all times;
- Make effective use of the School's facilities, resources and support staff;
- Attend and coach at matches, tournaments and representative fixtures as required;
- Maintain clear and professional communication with pupils, colleagues and relevant staff;
- Adhere to all health and safety procedures, including risk assessments specific to rugby activities;
- All employees of Eton College are also expected to:
 - Develop a good understanding of safeguarding procedures, given all positions at Eton are classed as 'regulated activity';
 - Demonstrate a commitment to safeguarding and promoting the welfare of children. This includes but is not limited to completing safeguarding training as required, complying with

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all safeguarding procedures and ensuring any safeguarding updates issued by the College are read and understood;

- Understand and comply with procedures and legislation relating to confidentiality;
- Display a commitment to promotion of equality, diversity and inclusion.

Skills and Competencies Required

To be successful in the role, the candidate should have:

- Experience in coaching high level youth rugby;
- Experience in planning and organising training sessions;
- Excellent communication and interpersonal skills;
- A passion for rugby and coaching with a desire to help students develop their skills and achieve their goals;
- Excellent organisational skills;
- The ability to work with the U18 age group;
- Willingness to work set hours within the school timetable;
- An understanding and commitment to the highest levels of pupil welfare;
- An understanding and commitment to the aims and ethos of sport at Eton.

Working Hours

- This is a fixed term, part-time position working 12 hours per week during the 2026 Michaelmas Half (Christmas Term).
- The exact working pattern will be agreed in advance but is likely to include a combination of afternoon training sessions, match days and occasional additional sessions linked to fixtures and performance requirements.

Disclosure Checks

Eton College is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including, but not limited to, reference checks with past employers, an Enhanced Disclosure from the Disclosure and Barring Service (including Barred List information), an online search and, where applicable, Prohibition checks. If you are successful in your application, you will be required to complete a DBS Disclosure Application Form. Any information disclosed will be handled in accordance with any guidance and/or Code of Practice published by the DBS. The College is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions, reprimands and final warnings (including those which would normally be considered as “spent” under the Act) must be declared, subject to the DBS filtering rules. It is a criminal offence for any person who is barred from working with children to attempt to apply for a position at the College.

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