

## READY FOR A NEW TEAM?



**Do you love the sport of Rugby Union?  
Are you eager to contribute to the future of our Game?**

**Hunter Rugby is a peak sporting organisation currently seeking a pivotal team member:**

### **Head of Colts Rugby, Hunter Wildfires Rugby Club**



The Hunter Wildfires are seeking a suitably qualified Coach to take the lead position of Head of Colts Rugby for the 2022 season. This pivotal role with the largest non-capital city Rugby Union organisation in Australia, Hunter Rugby, needs a motivated and enthusiastic leader to guide our young talent.

The Hunter Wildfire Colts compete in the Shute Shield, so you'll need to know your Rugby and have a good understanding of the Colts space in elite competition and the Hunter Region.

We need a confident communicator for this Newcastle based role as you'll be liaising with competition officials, partners and supporters and need to articulate your vision to players, parents and families.

#### **Core Responsibilities:**

- Head Coach – Hunter Wildfire Colts 1<sup>st</sup> Grade within Sydney Shute Shield Competition;
- Delivery and coordination of Colts 1<sup>st</sup> Grade Program for 2022;
- Plan and facilitate growth of Colts Program for 2 Teams in 2023 and beyond;
- Plan, coordinate and deliver Club training sessions and match day preparation for Colts Rugby;
- Liaise with Head Coach to actively recruit, retain and foster Colts aged players for 2022 and beyond.

#### **Hunter Rugby – Our 'State of Play'**

Founded in 1869 Hunter Rugby has an enviable reputation for holding one of the best Club based Rugby Competitions in the Nation. As the largest non-Capital City Rugby Union organisation in Australia, we are the essence of Grassroots Rugby and we are committed to continue to ensure that we remain the custodians of all levels of the Game for the Hunter Region. The Hunter Rugby Zone extends from Greater Newcastle to Nelson Bay, Muswellbrook, Singleton, Maitland, The Hunter Valley and Lake Macquarie. We are currently embracing a new era of increased recognition, visibility and growth – and we are eager to share the rewards these new opportunities provide by cementing enduring engagements with key personnel who recognise what's possible when we work together. We are determined to make the wider Hunter region a powerhouse of Australian Rugby through sustainable and strategic growth. The Head of Colts Rugby position is a unique opportunity to develop and deliver a program that ensures growth and success in this age group in Shute Shield competition.

#### **About You – Hunter Wildfires, Head of Colts Rugby**

We are looking for a fellow 'Wildfire' who's not afraid to lead or share their insights. A professional, with the ability and desire to clearly outline their vision to foster young talent, secure their future careers, and help grow Hunter Rugby's legacy in the Game. We need, and you'll have:

- Level II coaching certificate (with undertaking to seek Level III accreditation)
- Advanced interpersonal and communication skills
- Technical literacy in the function of HUDL, Microsoft Programs and other communication platforms
- Proven ability to work both as part of a team and independently
- High-level organisational skills and willingness to deliver agreed outcomes

## Your Role – Detailed Considerations

- **Ongoing Assessment:**
  - Review and report on the playing standards at the various layers of our Colts system, including reports on the Hunter Juniors space and 1<sup>st</sup> XV Schools in the Hunter catchment areas;
- **Management of Key Strategic Partnerships:**
  - Including potential employers, Universities, Schools, Clubs and Coach Networks relevant to the scope of potential Colt recruitment;
- **Player Support:**
  - In partnership with the Head Coach, development of networks to assist relocated players with housing, employment and welfare needs;
- **Recruitment & Retention:**
  - Strategically recruiting and retaining Colts players. Developing and nurturing potential commercial partnerships and employment opportunities to maintain and strengthen core retention lifestyle solutions for Colts players;
- **Player Representative Pathways:**
  - Work with the Head Coach, President and Committee to oversee and advocate Colt player migration into representative play via NSW Rugby and Australian Rugby established pathways.

If you feel the role of Hunter Wildfires – Head of Colts Rugby, is one you're ready to tackle, Please contact us for a confidential conversation or send your application as per criteria below.

Scott Coleman – Head Coach, Hunter Wildfires  
headcoach@hunterwildfires.com.au

We look forward to hearing from you.  
**Yours in Rugby, Hunter Wildfires**



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## In Difficult Times, Opportunity Knocks – Get In Touch

If you have been invited to apply, please respond with:

- Detailed CV outlining how your experience fits with our requirements
- Cover Letter outlining your ability to meet core responsibilities
- Please also respond to the following two questions central to the role:
  - Provide an example of how you developed and prioritised a growth strategy in a previous position, and/or address your approach to creating a growth strategy for community sport
  - If successful, a major part of this role is to assist with identifying and implementing retention strategies for Hunter Wildfire Colts playing in our region, plus widening opportunities and access for those suitable to continue their careers in representative Rugby on the National and International fields as Senior Players. Player retention and Hunter Rugby's reputation as a breeding ground for representative Rugby talent, are both critical elements in a future growth plan. Please provide initial thoughts of your approach.



Hunter Rugby aims to be the benchmark Club Rugby Competition in Australia by building a sustainable structure to grow participation across all levels and genders. By working with, and empowering our Clubs and Communities, and by ensuring preparedness in our players, coaches, volunteers and administration, we are positioned to identify, capture and leverage all opportunities that arise from a 'new normal'. We are secure in our vision.

**The Values that drive us:**

- Passion – for the Game of Rugby
- Integrity – underpinning our motives
- Achievement – high standards at the core of all we do
- Respect – valuing self, peers and Community
- Teamwork – uniting us on and off the field
- Transparency – in all we do

**The Vision we work to:**

- Supporting and growing our Rugby family
- Celebrating the values unique and inherent to the Game throughout our Community
- Creating long term sustainability and enthusiasm for the future of Rugby in the Hunter
- Inspiring our youth to value their heritage in the Hunter
- Building competitive pathways that encourage local pride in our Region and our Teams

Hunter Rugby genuinely celebrates and promotes the great opportunities and inclusivity that our sport brings to each area of the Hunter. From ensuring the rich history of the Game in each of our Clubs lives on, to understanding how generations need change and adapting to that change – we appreciate the identity and purpose Rugby gives to our Communities. Our Players, Coaches, Officials, Volunteers, Administrators, Sponsors, Fans and Families, all benefit, all participate and all contribute.

To ensure the longevity of our Community engagement and to protect our competitiveness and that of our Corporate Partners, Hunter Rugby will remain proactive and continue to invest in some key areas:

- Family & Fan Engagement & Education – to increase participation of our Juniors
- Inclusivity – supporting and championing the rise of the girls and Women's Game
- Connecting – our Senior & Junior organisations and management more closely to create crucial pathways and stem the tide of player attrition
- Promote – the core values that Rugby presents to all those who participate, on and off the field
- Engage – our Communities actively in Club participation
- Inspire – our supporter base to champion our teams and competitions
- Activate – our communications and social media channels like never before
- Ensure – a unified approach for our players, officials, stakeholders, Clubs and volunteers
- Value – our Corporate Partners and supporters and be proactive in supporting their businesses
- Commit to Success

**Yours in Rugby**

