

Director of Rugby



Responsible to: Director of Sports.

Salary: £27,000 pro rata, (£12,957 for 23.5 hours for 34 weeks)

Hours of work: 23.5 hours, Term time (34 weeks), permanent

About St Leonards Madras Blues & Saints Rugby Club:

St Leonards Madras Blues & Saints Rugby Club is a community-focused club that takes pride in developing rugby players of all levels. The Blues & Saints overarching priority is to provide a safe, enjoyable yet challenging environment for as many high school aged boys and girls as possible to play rugby within the local community. The aspiration is for U16 and U18 teams to be able to compete regularly in future Schools Conference and Cup Competitions – the Blues. We also aim to build a competitive girls pathway across all age groups – the Saints.

We are looking for an experienced and passionate Director of Rugby to lead the club's rugby programs and provide leadership to boys and girls rugby at all levels (U13 to U18). The Director of Rugby will have a critical role in the development and delivery of rugby at both the school and club levels, with an emphasis on youth development, player growth, and maintaining high standards of rugby, sportsmanship and cohesive and engaging culture.



This is not intended to be an exhaustive list of responsibilities and duties. It is expected that the post holder will participate in other reasonable activities which may be required to meet the needs of the School or for better fulfilment of the role.

DISCOVER ST LEONARDS

St Leonards has been at the forefront of education since its foundation in 1877. It is a traditional school, yet forward thinking and ever progressive in its outlook, offering a truly inspirational global learning environment for pupils aged 5 to 18.

St Leonards is an HMC and IB World School situated in the heart of the vibrant, historic and cosmopolitan university town of St Andrews, the 'Home of Golf'. The School is fully co-educational with c.550 pupils from Kindergarten to Year 13, over 150 of whom are boarders, with boarding available from age ten. The Junior School accounts for 135 of the pupils of St Leonards, with plans to continue to grow our Junior boarding offering.

With 34 nationalities in the pupil body, it is a school with a truly global outlook. The school's motto is Ad Vitam ('for life'), and the approach to learning of the International Baccalaureate permeates all areas of school life, within and beyond the classroom. The IB ethos is central to all that we do in our school community, to our present day and to our future.

St Leonards offers an exceptional range of enriching academic, sporting, musical and creative opportunities, and was named 'Scotland's Independent School of the Year for Academic Performance' in 2024 and 2026 by the Sunday Times

The average IB Diploma points score in 2025 was 36, with over 85% of all Higher Level (HL) scores graded at 7/6/5 (equivalent to A*/A/B at A level).

The School has recently undergone a multi-million refurbishment programme of the boarding houses; a sector leading golf programme is well established; the record school roll continues to grow; academic achievement is strong; public recognition of St Leonards is incredibly positive; the highest standards of pastoral care are provided by experienced and committed staff, and

outstanding teachers are attracted to work in and become part of the inclusive and diverse St Leonards community.

One hour from Edinburgh Airport and approximately a one hour flight from London, our enviable Scottish location is accessible, with beautiful beaches, historic landmarks and rolling countryside on our doorstep.

The town is very much seen as an extension of the School campus and St Leonards' close collaboration with the University of St Andrews, recently voted the top university in the UK for a second year running, is yet another opportunity. It truly is a special place to live and to work, offering an outstanding quality of life in the most scenic of surroundings.

As we move towards our 150th anniversary, the School is at an exciting stage of its development. At St Leonards, we aspire to attract and retain the best staff, who embody the IB Learner Profile attributes and strive to deliver a holistic education that effectively prepares pupils for the future, fostering in them a love of learning that they take with them through life, Ad Vitam.



Job Overview

The Director of Rugby will be responsible for managing and delivering rugby programming within both St Leonards School and the wider St Leonards Madras Blues & Saints Rugby Club. This will include overseeing coaching programs, delivering games-based lessons, organizing competitive fixtures, and managing the training and development of coaches and volunteers.

This is a hands-on role that requires both strategic planning and operational management, as well as the ability to inspire and develop players and staff at all levels.

Key Responsibilities

- **Delivery of Games-Based Lessons:** Lead the delivery of rugby-based lessons within St Leonards School and Madras High School, ensuring a focus on skill development and enjoyment for all students.

- **Training Program Management:** Oversee and manage the SLM Blues & Saints training programs on Tuesday and Thursday afternoons, ensuring high-quality coaching and player development.
- **Fixture Organization:** Organize and manage the competitive fixture program, coordinating with coaches, teams, and opponents to ensure smooth delivery of games and tournaments.
- **Coach and Volunteer Management:** Lead, mentor, and manage a team of volunteers and coaches, ensuring consistent delivery of training sessions and support in upskilling staff. Foster an environment of continuous learning and development for the coaching team.
- **Rugby Program Coordination:** Align the club's rugby programs with the broader mission of St Leonards Madras Blues & Saints, ensuring the strategic goals of both the school and club are met.
- **Player Development:** Provide coaching and leadership to players, focusing on developing both individual skill and team cohesion. Support players' progression from youth to senior levels.
- **Stakeholder Liaison:** Act as a key point of contact between St Leonards School, Madras High School, the rugby club, and Active Schools to ensure rugby development programs are aligned and progressing.
- **Administration and Reporting:** Ensure accurate reporting and administration of rugby programs, including player development progress, coaching qualifications, and fixture coordination.

Essential Skills & Qualifications

- Proven experience in rugby coaching, with a strong understanding of the game at all levels.
- Experience in a senior rugby leadership or coaching role (e.g. Director of Rugby, Head Coach, or similar).
- Strong leadership and management skills, with the ability to inspire and lead a diverse team of players, volunteers, and coaching staff.
- Experience in the development and delivery of rugby programming at schools and youth levels.
- Demonstrable commitment to inclusivity and promoting rugby for all.
- Strong organizational skills, with the ability to coordinate multiple programs and fixtures simultaneously.
- Excellent communication and interpersonal skills, with the ability to work effectively with students, players, staff, and external stakeholders.
- A passion for player development and a commitment to fostering a positive, inclusive culture.

Desirable Skills

- Experience working in schools or educational settings with youth sports programs.

- Understanding of the local rugby landscape and the feeder system from primary schools to senior rugby.

What We Offer

- The opportunity to shape and lead rugby programming at both St Leonards School and St Leonards Madras Blues & Saints Rugby Club.
- A competitive salary and benefits package.
- **Potential residential duties within school boarding house**
- A supportive, passionate team environment with a shared focus on player development and club success.
- Access to resources and facilities at St Leonards School and Madras Rugby Club.
- The chance to influence the future of rugby in the community through involvement with schools and local youth programs

This is not intended to be an exhaustive list of responsibilities and duties. It is expected that the post-holder will participate in other reasonable activities which may be required to meet the needs of the School or for better fulfilment of the role.

All post holders will be required to be accepted for membership of the Disclosure Scotland Protecting Vulnerable Groups (PVG) scheme.



THE APPLICATION PROCESS

St Leonards is committed to creating a diverse and inclusive culture, where all members of the community - colleagues, pupils and families - are seen and valued. This culture ensures that St Leonards delivers an outstanding global education in a multi-cultural living, learning and working environment.

Applications should be made via our School Talent/Teacheroo portal - link here <https://jobsearch.teacheroo.io/st-leonards>.

The closing time and date for applications to be received is **12 noon on Wednesday 20th May 2026**.

If you have not been contacted by this date, we thank you for your interest in the post; however, your application has not been progressed to an interview on this occasion.

Any questions may be directed to Daniel Main, Director of Sport at recruitment@stleonards-fife.org in the first instance. Early applications are encouraged as St Leonards reserves the right to interview and close the post early.

All successful applicants will be required to undertake a Criminal Record check and either hold or be accepted for membership of the Disclosure Scotland Protecting Vulnerable Groups (PVG) scheme.



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