

THE MARY ERSKINE SCHOOL



GIRLS' RUGBY COACH

Purpose of Job

The Girls' Rugby Coach will lead and drive the girls' rugby programme at MES. The role would include some administrative work as well as coaching the Junior School session on Wednesday 4.00pm-5.00pm and the Mary Erskine School session on Friday 1.15pm-2.15pm.

Accountability

The Girls' Rugby Coach reports to the Head of PE at The Mary Erskine School.

Authority and Direct Reports

The Girls' Rugby Coach will have authority as delegated by the Head of the PE Department.

Key Relationships

The Girls' Rugby Coach will work closely with the Head of the PE Department, the Heads of Junior and Senior School Sport, and other promoted staff.

The Post:

Key Responsibilities:

Vision and Values

- Promotion of ESMS values of Kindness, Confidence, Resilience, Integrity, and Curiosity in all aspects of the role.
- Promotion of role modelling behaviours that align with the three school pillars of Ambition, Innovation, and Community.
- Fostering an environment that supports the development of these values among students and staff.

Working with Others

- Compliance with all ESMS policies and procedures
- Treating people fairly, with dignity and respect to maintain a positive school culture
- Developing a culture of high expectations for all and taking action when performance does not live up to these
- Taking responsibility for personal development, both personally and of team members.

Community

- Positive relationships with parents and the wider ESMS community
- Communicating clearly with parents and carers to engender a climate of mutual respect
- Working in collaboration with other independent schools to promote effective initiatives and share good practice.

Learning

- Leading a culture of challenge and support to allow every student to be the best they can.

Safeguarding

- Adhering to the principles and guidelines of “Getting It Right For Every Child” (GIRFEC) to ensure every child receives timely and appropriate support with their welfare as paramount.

Supporting the leadership of the Schools/ Duties and Responsibilities

Coaching

- Plan, organise and lead practice sessions with the guidance of the lead teacher
- Provide pupils with feedback on their performance in practice and matches
- Aid in selection of pupils for teams, where necessary and appropriate
- Umpire matches and work alongside teaching staff and other coaches to ensure that teams are organised and prepared before and during matches.

Person Specification

REQUIRED SKILLS

	Essential	Desirable
Experience	<ul style="list-style-type: none">• Previous coaching experience in one or more areas	<ul style="list-style-type: none">• Previous experience of coaching in schools, regional or national age group level• Previous experience of working with high performing athletes
Skills/ Abilities/ Qualifications	<ul style="list-style-type: none">• Ability to multi-task and prioritise own workload with good attention to detail• Independent, self-motivated and organised, with an ability to work as part of a team	

Personal Attributes	<ul style="list-style-type: none"> • Excellent communication skills (orally and in writing) and interpersonal skills • High professional and personal standards 	<ul style="list-style-type: none"> • Boundless energy and resilience to drive the girls' rugby in MES.
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Personal Qualities

- Boundless energy and resilience to allow challenges to be viewed as opportunities
- Dealing with every situation calmly and professionally
- Strong commitment to seeing and bringing out the best in students
- A desire for fairness, dignity, and respect in every interaction
- Excellent oral communication skills
- Excellent self and time-management skills
- The highest level of personal integrity
- Ability to deliver constructive feedback.

Development of Self and Empowerment of Others

- Challenges, influences and motivates others
- Nurtures professional interpersonal relationships with staff and students
- Develops individuals' capabilities
- Empowers and sustains an effective team
- Uses courage, care and curiosity to deal with conflict.

REMUNERATIONS AND OTHER CONSIDERATIONS

As an equal opportunities employer, ESMS is committed to the equal treatment of all current and prospective employees and does not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership. We aspire to have a diverse and inclusive workplace and strongly encourage suitably qualified applicants from a wide range of backgrounds to apply and join ESMS.

The post This is a casual position available from October 2024 (subject to satisfactory pre-employment checks).

Hours of Work A degree of flexibility is required in this role however we anticipate that the postholder will work on Wednesday 4.00pm-5.00pm and Friday 1.15pm-2.15pm. The postholder may also be required to work occasional weekends or additional hours during the week as our fixture calendar grows.

Salary	The successful candidates will be paid in the range of £11.44 to £22.50 per hour, dependent upon qualifications and experience. The postholders will be required to complete a timesheet each week for the hours worked. Timesheets will need to be submitted through our Employee Self Service Portal.
Location	The postholders will be based on The Mary Erskine School site at Ravelston.
Eligibility	ESMS is unable to sponsor the employment of international workers in this role. International applicants will therefore be unable to apply for and secure a Skilled Worker visa. The successful candidate will only be able to take up this role if they can demonstrate an alternative right to work in the UK.
Pension	Candidates will be entitled to be enrolled into the Merchant Company Stakeholder Pension Scheme.
Staff Benefits	Staff are offered a range of benefits including: use of the Schools' swimming pool and fitness room outside school hours and membership of the ESMS Discount and Benefits Scheme, including a range of discounts at 130,000 retail and entertainment locations, as well as access to our EAP provider, Care First.

This is an open vacancy and interviews will be conducted as applications are shortlisted.