



**Staffordshire
Rugby Union**



Staffordshire CB Girls Player Pathway Program

Role: Staffordshire Girls Player Pathway Coach (Strength & Conditioning Focus)

Salary: Honorary Position, travel expenses are offered.

Start Date: September 2026, Full Calendar below

Program Summary

Staffordshire CB, in association with the Rugby Football Union are looking to appoint a coach for the Staffordshire Girls Player Pathway Program incorporating the RFU PDG -U16s Girls Program and the U18 Girls County Program. This program will run for the duration of the Season and covers 2 age groups.

Staffordshire Girls Player Pathway Coach (Strength & Conditioning Focus)

Tenure:

Tenure is for one year only but will be reviewed at the end of the program, in conjunction with the RFU.

This is a voluntary role, with agreed expenses and mileage covered

Commitment

- All roles will require attendance at an introductory meeting, date to be confirmed.
- All coaches must complete any required online or face to face CPD's of which dates will be confirmed.
- Whilst the post holder will be expected to complete the required preparation in their own time, the time commitments detailed below are an essential part of fulfilling the position:

Applications in writing should be sent by email to: neil.whitehead80@gmail.com

Interviews will be held at the Start of September 2026.

For further information, and an informal discussion please contact:

Neil Whitehead – 07818362831

Application Deadline Monday 31st August 2026



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PDG u16g - Dates 2026/27			
Date	Day	Event	Time
5/9/2026	Saturday	Assessment 1	9:00am to 12
19/9/2026	Saturday	Assessment 2	9:00am to 12
17/10/2026	Saturday	Session 1	9am to 12 noon
24/10/2026	Saturday	Session 2	9am to 12 noon
28/11/2026	Saturday	Session 3	9am to 12 noon
5/12/2026	Saturday	Session 4	9am to 12 noon
13/12/2026	Sunday	NLD H	1pm to 4pm
16/1/2027	Saturday	Session 5	9am to 12 noon
23/1/2027	Saturday	Session 6	9am to 12 noon
7/2/2027	Sunday	Cheshire H	12pm to 4pm
6/3/2027	Saturday	Session 7	9am to 12 noon
13/3/2027	Saturday	Session 8	9am to 12 noon
21/3/2027	Sunday	Gloucestershire H	1pm to 4pm
10/4/2027	Saturday	Session 9	9am to 12 noon
12/4/2027	Sunday	N Mids A	1pm to 4pm
U18 Dates 2026/27			
Date	Day	Event	Time
1/11/2026	Sunday	Assessment Day	1pm to 4pm
29/11/2026	Sunday	Development Day	1pm to 4pm
8/12/2026	Tuesday	Training	6:30 to 8:30pm
13/12/2026	Sunday	NLD	1pm to 4pm
12/1/2027	Tuesday	Training	6:30 to 8:30pm
17/1/2027	Sunday	Lancashire	1pm to 4pm
9/2/2027	Tuesday	Training	6:30 to 8:30pm
14/2/2027	Sunday	Leicestershire	1pm to 4pm



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Staffordshire CB, in association with the Rugby Football Union are looking to appoint staff for the Staffordshire Girls Player Pathway Program

Job Description

Job Title: Girls Player Pathway Coach (Strength and Conditioning Focus) - Staffordshire

Responsible to: Girls Player Pathway Lead Coach – Staffordshire & Girls Player Pathway Program Manager - Staffordshire

Outline of Program

The Staffordshire Girls Player Pathway is committed to providing a high quality, player development experience, which encourages lifelong participation in the game and enables those with the greatest potential to be clearly identified. The PDG – U16g program is an RFU program aimed at players in the Girls U16 age group and follows the centrally controlled curriculum. The U18s – girls county program is a CB led program aimed at developing further those players not currently in the PDG U18s program and identifying any players who may have the potential to access it as well as offering an opportunity to Play County Representative Rugby.

Outline of the Role

The applicant should be able to demonstrate that they have a real passion for coaching and the development of youth athletes. The successful applicant will be working as part of a strong coaching team and must be willing to work collaboratively to achieve the outcomes of the program.

This role will have a focus on the delivery and incorporation of appropriate strength and conditioning activities into the U16g program based on the requirement of the RFU curriculum

Key Tasks

- To work with the player pathway coaching team, building and maintaining effective coach to coach relationships and create a sense of unity centred on the program objectives and motivations.
- To attend and deliver periodic assessment days to benchmark young players and invite those with potential to attend the PDG-U16s and CB U18s.
- To lead the planning and delivery of Strength & Conditioning and physical development activities within the programme whilst contributing to the wider coaching delivery.
- To reflect continuously on the coaching practice of themselves and others with the aim of challenging delivery to improve future player experience.
- To commit to on-going personal development and training to ensure that delivery practices, skills and knowledge are as up to date as possible.

The Criminal Records Bureau enhanced disclosure process applies to this post.



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- To provide advice and guidance to players, coaches and parents on physical preparation, recovery and player welfare.
- To support the development of players' movement skills, athleticism, physical resilience and long-term athletic development.

We are particularly interested in applications from coaches with experience or expertise in Strength & Conditioning, physical development or athletic performance. Formal S&C qualifications are advantageous but not essential where applicants can demonstrate relevant experience developing young athletes.

Person Specification

Skills and Education

- Coaches should hold an appropriate coaching, strength and conditioning or sport-related qualification, together with a current RFU DBS check (where applicable).
- Headcase, Introduction to Safeguarding and Tacklesafe online training must also have been completed.
- For preference a Coach should possess or working towards an RFU First Aid Certificate and attended a Safeguarding Play it Safe course.
- A pathway Coach should demonstrate significant commitment to their personal and professional development and look to engage in learning opportunities both cross-sport and sport specific. (Evidence of this commitment is highly desirable).
- Is aware of and understands Player Centred Coaching and can adapt coaching style to meet the learning style of the player. (Evidence of this is highly desirable).
- Able to converse with the players, parents and coaches to assist players with self-reflection and setting of appropriate development goals.
- Has knowledge of physical and psychological development of young people and can work with specialists to develop appropriate development plans for maturing players.

Qualities and Attributes

- Ability to self-generate and maintain high levels of motivation; display initiative, tenacity and resilience and to work independently as well as part of a team.
- Can develop appropriate session plans based on the program requirements and adapt these accordingly to meet the players requirements



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- Have a good understanding and appreciation of player care and ethical practice
- Has an awareness of how to support player who may have additional educational and developmental needs and appropriate learning approaches
- Adapts quickly and with enthusiasm to changes and unpredictable events.
- Can show evidence of a creative and innovative approach to coaching.
- Can support players in the development of short-, medium- and long-term goals and action plans
- Challenges appropriately, and in a positive manner, the behaviour that does not support the aims of the program or a strong team environment.
- Has a good understanding of reflective practice and techniques and applies these to their own coaching development.



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Administrators and Coaches Code of Conduct Staffordshire CB

Everyone involved in rugby in Staffordshire, whether a Player, Coach, Referee, Administrator, Parent or Spectator is expected to uphold the Core values of our sport:

Teamwork, Respect, Enjoyment, Discipline & Sportsmanship.

Administration and Coaching must demonstrate a high degree of honesty, integrity, and competence. The need for administrators and coaches to understand and act on their responsibilities is of critical importance in Staffordshire, as is the need to protect the key concept of participation for fun and enjoyment, as well as achievement.

The key principles relating to the interaction between administrators, coaches and players are:

- Relationships – administrators and coaches must develop a relationship with the players based on openness, honesty, mutual trust, and respect.
- Responsibilities - personal standards - you, as an administrator or coach, must always demonstrate proper personal behaviour and conduct. You are an ambassador for Staffordshire at all times during your appointment.
- Responsibilities - professional standards - to maximise benefits and minimise the risks to players, coaches must attain a high level of competence through qualifications and a commitment to ongoing training that ensures safe, current, and correct practice.
- Winning is not everything - teach your players to enjoy taking part and performing to the best of their ability. Encourage and enable each player to reach his or her fullest potential, which in turn will ensure that the team is performing at its best.
- Never abuse, shout at, criticise or ridicule player for making mistakes or losing a game. Do not cause a player to lose self-esteem by embarrassing, humiliating, or undermining them at any time.
- Motivate your players through praise, positive feedback, and constructive criticism.
- Be organised - establish a structure for the county season, prepare a coaching plan for each session, have the appropriate kit. Above all, communicate to players and fellow coaches to set the correct expectations.
- Make sure players further develop an understanding of the Laws of the Game, that they respect opponents, teammates, coaches, administrators, and officials at all times when representing Staffordshire.
- Never question an official's judgement or honesty.
- Ensure all players behaviour is appropriate and in keeping with the spirit of the game and the expectations of Staffordshire CB.
- Never enter the playing arena (the pitch) during a match unless specifically invited to do so by the match official.
- As representatives of Staffordshire, administrators and coaches must not approach players to change clubs.