



Dear Colleagues

Applications are invited from suitably qualified candidates for the position of **Strength and Conditioning Coach** in the Rugby Department.

The closing date for applications is **Friday, 27 January 2023**.

Please submit your application by completing **the attached Job Application form** (if you are not a SARU employee) to the Human Resources Department at [careers@sarugby.co.za](mailto:careers@sarugby.co.za). Your application should be accompanied by your CV.

**Please note that preference will be given to EE candidates for this position.**

***South African Rugby Union ("SARU"), has a mandatory Covid-19 Vaccination Policy and a Workplace Safety Plan in place which all its employees abide by. In applying for this role, the applicant warrants that he or she is fully vaccinated (ie. With an additional dose or a booster shot). The applicant's electronic vaccination certificate issued by the National Department of Health (NDOH) or any other digital certificate issued outside the Republic of South Africa and recognised by the NDOH will be provided by the applicant if the application results in an offer and subsequent acceptance of the offer of employment. The applicant acknowledges, further, that there will be no particular reason (other than a medical reason) that he/she will refuse any future booster or vaccination requirements that may/should be recommended by the National Department of Health.***

Details of the job are listed in the Job description below.

Kind regards  
Human Resources Department

## Job Description

<b>1. Job Particulars:</b>	
<b>Job Title:</b> Strength and Conditioning Coach	<b>Department:</b> Rugby Department
<b>Direct Reports:</b> None	<b>Travel Required:</b> Yes
<b>Reports to:</b> Strength and Conditioning Manager	<b>Contract Period:</b> 34 Months (2 years & 10 months)
<b>2. Purpose of Job:</b>	
To develop, implement and manage the conditioning requirements of Women's Rugby Team (Fifteens and Sevens)	
<b>3. Key Results/ Accountabilities expected from job</b>	



**THE SOUTH AFRICAN RUGBY UNION**

(an incorporated association of persons) | President: MA Alexander | Deputy President: F Davids  
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- To work optimally within your prescribed scope of practice and within the rules and guidelines of your professional body that you may be registered with
- Responsible for delivering an integrated strength and conditioning performance program and player monitoring & management plan to the players
- To ensure these plans are periodised for player development and performance
- Ensure an excellent level of performance in all areas of strength and conditioning across strength, power, speed-agility, injury prevention, conditioning, and recovery;
- To ensure all players receive individual development programmes and are monitored daily
- Work closely with the team support staff (including coaching, medical and physiotherapy staff) in implementing an integrated player program
- Knowledge around the physical, psychological, technical (position specific), and tactical (style of play) demands associated with Rugby;
- Knowledge around the profiling and screening of athletes
- Skills around injury prevention (relative to the demands of Rugby) and return to play/perform criteria (relative to different injury types)
- Physical assessment of players at the commencement of training camps/tournaments/competitions. This assessment must be documented and recorded on the SA Rugby Athlete management system
- All consultations with a player must be recorded on the player's file on the SA RUGBY Athlete management system. The management notes of the player must be updated regularly.
- To adhere to all SA Rugby and World Rugby medical and safety policies and guidelines
- Take ownership and leadership in areas where you can add value to the team
- Ability to work within a multi-disciplinary team and share responsibility for player development and programme management;
- Assist with coach and player education programs

#### **4. Experience & Expertise (Typical educational qualifications & experience)**

##### **Educational background**

###### **Essential:**

- Qualification in human movement science, exercise and sports science or personal training and conditioning

###### **Desirable:**

- Biokinetics Degree or Post-Graduate degree in human movement or exercise and sports science
- Recognised certification in S&C related competence (e.g. NSCA)

###### **Experience**

- 3 – 5 years' experience in strength & conditioning within an elite sporting environment (Rugby experience would be preferable)
- 3 – 5 years' experience in player monitoring and workload management;
- 3 – 5 years' experience in collection and management of GPS data; (Desirable)

#### **5. Critical Competencies**



- **Analysis and Judgment** - Quickly understands and analyses complex issues and problems. Comes up with sound and rational judgments.
- **Communication skills** - Communicates in a clear, precise and structured way. Speaks with authority and conviction. Presents effectively.
- **People management** - Provides team with a clear sense of direction. Inspires and co-ordinates others and keeps them focused on objectives.
- **Ability to work independently** - Acts on own initiative. Makes things happen and accepts responsibility for the results.
- **Time management** - Is target focused and meets deadlines. Is punctual and keeps to schedule. Is reliable in finishing tasks.
- **Planning and organizing skills** - Plans and organises work to meet defined objectives.