



Edinburgh BATs Rugby

The Opportunity

Edinburgh BATs Rugby has an exciting opportunity for an energetic and committed Community Development Officer to become a key part in driving forward our community rugby development plan and support Scottish Rugby's vision across the north of Edinburgh. It will be a fixed Term two-year contract, with possibility of extension for the right candidate

This role is predominantly for primary school age groups, though the person appointed will be expected to be involved throughout the Club, when and where needed.

The Person

You will be a committed, high energy, self-starter who can work as part of a team but also demonstrate initiative, a willingness to take responsibility and a strong sense of integrity.

Reporting to the Lead Development Officer, you will work closely with schools, clubs and other sporting and community groups to drive forward our thriving development structure, inspire young people, ensuring that BATs remains at the centre of a vibrant, sustainable and growing rugby community in the north of Edinburgh.

Delivery will be critical as you will be expected to hit the ground running, planning and delivering sessions and building strong partner relationships.

You will have experience of both sports development and coaching within a community rugby environment as well as a relevant academic and/or other qualification(s), Having a current PVG clearance is mandatory.

Edinburgh BATs Rugby is an equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief or marital status.

Key Accountabilities

- Support the implementation of BATs development plan
- Increase and sustain playing participation at Accies Minis and BATs rugby and local schools
- Increase curricular delivery to all age groups throughout 12 north Edinburgh Primary Schools
- Create a pathway between school and club participation and monitor male and female playing numbers
- Develop a pathway from Minis' P7 to BATs' S1 rugby and actively encourage players and parents/carers to make that step
- Working with the club's youth squads and their team coaches
- Support club volunteer coaches by organising and facilitating opportunities for their development to meet the planned needs of their teams/squads
- Plan, deliver and lead, where appropriate, high quality coaching sessions to meet the needs of the Club and the curricular and extra-curricular sessions at our associated schools
- Work in partnership with a range of agencies to raise the profile of rugby in the local community.
- Organise and manage match day processes and activities as required by the fixture list
- Assist with recruitment, retention and development of all club players and volunteers

- Reporting activity and output as required and use social media to promote Club activities

The Organisation

With a track record of delivering community rugby programmes for more than 15 years, BATs today delivers some 500 curricular and extra-curricular sessions each academic year, reaching over 10,000 young people and working in partnership with 12 primary schools and 5 secondary schools. We also deliver our own rugby camps, holiday clubs and other events throughout the year.

Our primary stakeholders remain Broughton RFC, Edinburgh Academicals FC and Trinity Academicals RFC and Raeburn Place Foundation, but we also now work closely with a variety of sporting, governmental, charitable and other bodies.

The Raeburn Place Foundation development at the home of Edinburgh Accies will transform our ability to work with these partners as we seek to make a real and meaningful difference in our community, and to deliver on our goal to be recognised as the best community youth rugby programme in Scotland.

You can learn more at <http://www.edinburghbatsrugby.co.uk/> and by searching for @EdinBATs on Facebook, Twitter or Instagram.

The Details

- Full time, 35 hours per week
- Salary range £19,000 to £22,000 per annum, dependent on skills and experience
- Based at Raeburn Place, Stockbridge, Edinburgh with some travel
- Benefits include:
 - 25 days holiday (plus statutory) per annum (as most of our activity is during the school term, holidays will generally be taken during school holiday periods)
 - Stakeholder pension with employer contributions
 - Support with continuing professional development
- This role will require a flexible approach to working hours, there will be weekday, weekend (including Sundays during the Mini's season) and evening work due to the nature of the role.

To Apply

A full person specification is attached.

If you would like to discuss the role further, please contact Iain Berthinussen on 07834 692 823.

To apply please submit your CV with a covering letter (no more than 500 words) outlining why your unique set of qualifications, skills and experience make you the ideal candidate to: Iain Berthinussen, Edinburgh BATs Rugby – iain@edinburghbatsrugby.co.uk.

Closing Date

The closing date is Noon on Monday, 31 August 2020 and hopefully interviews will be held during week of 14-18 September 2020.

BATs Development Officer, Person Specification

Factor	Essential	Desirable
Qualifications and attainments	<ul style="list-style-type: none"> • Driving license and own a car – mileage will be paid in addition to salary • Rugby Right • Level 2 UKCC Coaching Qualification or equivalent • Referees level 1 qualification • Valid first aid certificate 	<ul style="list-style-type: none"> • Sports related degree/qualification or relevant experience • World Rugby First Aid in Rugby level 1
Experience and knowledge	<ul style="list-style-type: none"> • Knowledge and understanding of the game of rugby union • Community coaching rugby across a wide variety of age bands and groups • Experience of working effectively with partners • Experience and knowledge of working with volunteers • Knowledge and understanding of sports development pathway 	<ul style="list-style-type: none"> • Experience of working in a sports development environment • Knowledge of national sporting/physical activity initiatives and strategies • Knowledge of Scottish Rugby initiatives • Knowledge and understanding of issues effecting rugby clubs
Competences Skills and knowledge	<ul style="list-style-type: none"> • IT skills and experience with Word and Excel • Ability to build effective working relationships • Strong interpersonal and organisational skills • Well-developed communication skills • Ability to prioritise competing deadlines and projects • Ability to work well under own initiative 	<ul style="list-style-type: none"> • Leadership
Additional requirements	<ul style="list-style-type: none"> • Ability to undertake flexible working hours – evening and weekend work required • PVG check is mandatory • Commitment to professional development • Professional conduct always as a representative of Edinburgh BATs Rugby • Ability to perform under pressure and adapt in an evolving business 	<ul style="list-style-type: none"> • Experience of sourcing and securing funding