

# WE ARE HIRING!



## About Us

School of Hard Knocks works with unemployed adults and school children at risk of exclusion to give participants the tools to improve their lives. This is principally achieved by teaching a strong set of values, attitudes, behaviours and skills. Physical activity and class-based session are combined to teach, demonstrate and impress the key messages.



## Lead Rugby Coach - Scotland

### Job Summary

SOHK's Scotland Schools - Lead Rugby Coach (thanks to Wooden Spoon funding) will share responsibility for frontline schools delivery in Scotland, predominately Edinburgh and Glasgow. This is a role that will provide excitement, challenge and a huge sense of purpose for the right candidate. Working as part of our Scotland team, you will focus on leading delivery of the schools rugby curriculum of the charity, mentoring young people and coordinating projects. You will market the programme to new schools and build strong relationships with existing schools; deliver each day of the programme; and support participants on a 1:1 basis to address issues in their lives and help them reach goals.

SOHK for Schools is a full academic year intervention, working with groups of young people. The pupils will be chosen by the school and will typically be the 'hardest to reach' young people. We will work with them for half a day every week, delivering rugby training, personal development sessions on subjects such as growth mindset, goal setting and choices and we'll deliver weekly 1:1s for each pupil. The programme will be evaluated by SOHK staff, teachers, parents and the pupils themselves.





## Key Responsibilities

- Working with the SOHK Scotland team to execute School of Hard Knocks for Schools programmes. This involves simultaneous project management and coaching roles, as well as mentoring participants.
- Working with teachers and school staff, ensuring their satisfaction and working towards securing a following year's contract. Selling the schools programme to new schools - ensuring SOHK has an excellent reputation within the education sector in Scotland.
- Working with SOHK Scotland staff to ensure quality of coaching and sessions across entire programme. Working towards fixtures and annual festival.
- Using your creativity to drive ever-improving standards of delivery; using self and peer-review systems to improve your ability to help participants
- Reporting on progress against targets, capturing monitoring and evaluation data and assisting the charity's communications and fundraising teams by providing case studies, testimonials and media from programme

## Essential Skills & Experience

- Previous successful delivery of sports coaching, training or schools programmes, preferably with hard-to-reach groups
- Experience in developing/motivating children
- Scottish Rugby Level 2 (minimum) or equivalent coaching qualification in another governing body
- First class communication and facilitation skills
- Passion for sport and social inclusion
- Excellent project management and administration skills
- Demonstrable ability to steward partnerships or client relationships
- Full driving licence (desirable)



## Person Specification

- You will be extremely driven and passionate to deliver the charity's objectives, in line with its values of Integrity, Excellence, Empowerment and Commitment
- You will set standards in your own delivery, being meticulous in your preparation and reviews
- You will be able to challenge people constructively
- You will be skilled in working with complex young people
- You will be highly motivational, full of enthusiasm and positive energy and a great role model to those on our programme
- You will care passionately about the success of our beneficiaries and support them to realise their potential
- You will be highly organised with good attention to detail, able to not just follow process but to develop what is already in place and constantly improve delivery
- You will be someone who naturally sets high standards and will ensure that programme objectives are met and exceeded!
- You will have a growth mindset, always ready to accept new challenges

## Salary & Benefits

- Two year fixed term contract funded by with a salary of £23,600 gross per annum
- 3% employer pension contributions
- Generous paid leave allowance of 25 days plus bank holidays.
- The chance to influence and become part of a growing charity with a huge future. As SOHK grows, so can your role
- Work with some great and energised people. There is a phenomenal feeling of positivity and drive within the organisation
- The opportunity to influence the charity's agenda in Scotland, building an outstanding team and growing our influence
- We value our staff's wellbeing! We have a wellbeing pack, wellbeing ambassadors, you'll receive wellbeing supervision and, if required, will have access to an external counsellor





## Application Process

- The deadline for applications is 12 noon on Thursday 22nd June 2023
- Please send a CV and covering letter of no more than two A4 pages to [calum@schoolofhardknocks.org.uk](mailto:calum@schoolofhardknocks.org.uk) with the subject line 'Scotland Lead Coach'
- Interviews will take place on Week Commencing 3rd July 2023, more details to follow.
- Preferred start date is 7th August 2023
- Protecting Vulnerable Groups (PVG) check will be required for successful candidates and the job is dependent on suitable references