

## **The rugby playing and coaching structure**

This structure gives us a reference point, an anchor if you like, upon which we can continue to focus our efforts to establish a true, One Club, culture and fulfil our ambition to be a Happy, Successful and Sustainable Rugby Club at the heart of the community, and one that aims to play at the highest level it can achieve, across all age grades, genders and types of rugby, within our financial means.

The new role of Rugby Operations Manager will have responsibility for making sure that the structure and the player pathway are operating and delivering on the 'One Club' aim and the Club's ambition. This is largely an operational and administrative role and will include making sure the Club has the right people in the right roles within the structure and that there is a strong collaboration particularly between the adult league teams, the Colts' teams and the College Academy students.

The Head Coach will have responsibility for setting the rugby culture across the Club and for setting the standards and style of play across the Club. The role will also be instrumental in ensuring that, as a Club, we abide by the core values of rugby and our own core values as a Rugby Club at the heart of the community. The Head Coach will lead the recruitment, retention and development of players, coaches and support colleagues across the performance group and will be supported by the Rugby Operations Manager. The role is critical in creating the environment in which individuals and teams across the Club can fulfil their individual and collective potential.

The 1st XV is the flagship team for the Club; and the level that the team achieves should be largely a reflection of the standards achieved through the player pathway. In addition, talented young players should aspire to play for the 1<sup>st</sup> XV within the Rugby Club rather than feel they have to move away to play at a good standard. The 1<sup>st</sup> XV will benefit from a professional structure that includes forwards and backs coaches, specialist coaches, fitness and conditioning coach, a team manager and Physio and analytical support. Other adult teams should have as a minimum, a team captain, lead coach and team manager.

The Club will establish a Transition Group that includes the Senior Colts, Junior Colts and College Academy students and also the Alumni and away players. This group will be part of the senior performance group of the Club and will be led by a Head of transition. This is largely an operational and administrative role and has responsibility for working closely with the Head Coach and Rugby Operations Manager in making sure that the transition group is fully integrated as part of the performance group. The role includes making sure that the right people are in the right roles to develop young players to meet their potential in rugby. The Senior and Junior Colts squads will train together under two lead coaches who will introduce the players, coaches and support teams to the performance group and to the adult culture and style of play. The senior and junior colts will each have a team manager to manage administration and logistics. The College Academy students will benefit from their own coach and management in collaboration with Macclesfield College. The Head of transition and/or a person volunteering for the role, will take responsibility for developing a database of alumni and away players, for maintaining contact with these players and for organising U23 age group matches on a timely basis. The role will include making sure that alumni and away players who are in the area are available for selection to the adult teams.

The plan is that all teams, including the Colts, in the performance group would train regularly on Tuesday and Thursday evenings. A provisional selection meeting would take place after training on Tuesday and would include those under age players (U18) who have been registered to play adult rugby and who do not have a fixture on the Sunday of the weekend and also those alumni and away players who are back in the area. The selection committee would be chaired by the Head Coach and

would be attended by the team captains and coaches of all adult teams and the lead coaches of the transition group. A final selection meeting would take place after training on Thursday and the confirmed teams for the Saturday announced and published.

The Head Coach and Rugby Operations Manager would meet weekly to review the previous weekend. A coaches meeting would be held on a monthly basis to be chaired by the Rugby Operations Manager and led by the Head Coach. The Rugby Operations Manager would report to the Executive Committee on a monthly basis. The purpose of these meetings is to drive continuous improvement in all rugby related matters and to ensure rugby operations is working within the Club's financial means.

Chaos