



Head Coach, U19 Boys Rugby

Conestoga Rugby Club – Berwyn, Pennsylvania

Organization Overview

Conestoga Rugby Club, founded in 1971, is the oldest high school-affiliated rugby program in the United States. Based in Berwyn, PA, the club serves Conestoga High School and the surrounding community, operating as a nonprofit registered with Rugby Pennsylvania and USA Rugby. The club fields a U19 Boys team (players born on or after September 1, 2006) competing in Division 1 of Pennsylvania high school rugby.

Position Summary

- Title: Head Coach, U19 Boys Rugby
- Reports To: Board of Directors
- Classification: Part-time, Seasonal (Spring: January–May)
- Location: Berwyn, Pennsylvania
- Compensation: Commensurate with experience

The Head Coach leads the U19 Boys Rugby program, overseeing coaching, player development, and team management throughout the competitive season.

Purpose

Provide leadership, coaching expertise, and mentorship to the U19 Boys Rugby team, fostering a culture of excellence, sportsmanship, and personal development.

Key Responsibilities

Leadership & Vision

- Establish and communicate team vision, values, and standards
- Model exemplary behavior and sportsmanship
- Build strong relationships with players, staff, parents, and club leadership
- Inspire and motivate players to reach their potential
- Assume responsibility for team performance and player conduct

Coaching & Player Development

- Design and implement comprehensive training programs
- Lead all team practices with age-appropriate methods
- Develop individualized player development plans
- Teach proper rugby techniques and safety protocols
- Foster understanding of the Laws of the Game
- Encourage tactical awareness and game intelligence
- Provide constructive feedback and mentorship

Team Management & Operations

- Ensure compliance with Rugby Pennsylvania and USA Rugby requirements
- Oversee team selection and match lineups



- Develop game strategies and tactical plans
- Manage match-day preparation and post-match analysis
- Maintain attendance records
- Coordinate logistics, travel, equipment, and administration
- Work with Club leadership to ensure completion of required paperwork and physicals
- Oversee equipment distribution and inventory

Safety & Player Welfare

- Prioritize player safety and risk management
- Ensure compliance with safety standards and protocols
- Maintain knowledge of concussion management and injury prevention
- Coordinate with medical staff and parents on injuries and return-to-play
- Document and communicate injury procedures
- Protect players from hazing, bullying, and misconduct

Program Planning & Administration

- Develop season plans and training cycles
- Establish practice schedules and communicate expectations
- Coordinate competition schedules and rule compliance
- Participate in coach development and professional growth
- Maintain records: training plans, match reports, evaluations, incidents
- Support fundraising, outreach, and promotional activities

Communication & Community Relations

- Maintain open communication with players, parents, and administration
- Conduct parent/player meetings as required
- Represent the club professionally at all events
- Foster positive relationships with coaches, officials, and the rugby community
- Promote rugby and the club within the school and local community
- Collaborate with volunteers and event coordinators

Discipline & Standards

- Establish and enforce team protocols and disciplinary procedures
- Address breaches of conduct promptly and fairly
- Ensure discipline on and off the field
- Promote respect among all participants

Required Qualifications

Education & Certification

- USA Rugby Level 1 Coaching Certification (minimum)
- Rugby Safety Basics Course completion
- Current SafeSport Training certification (annual)
- USA Rugby Background Check (valid for two years)



Experience

- 3–5 years rugby coaching experience (youth, high school, club, or higher)
- Experience coaching contact rugby and tackle technique
- Experience working with teenage athletes (ages 14–18)
- Proven track record in player skill and tactical development

Knowledge & Skills

- Comprehensive rugby tactics, strategies, and Laws of the Game
- Age-appropriate training and player development principles
- Strong leadership and team-building abilities
- Excellent verbal and written communication
- Game analysis and corrective strategy implementation
- Organizational and time management skills
- Knowledge of youth strength and conditioning

Personal Attributes

- Integrity, honesty, and ethical conduct
- Passion for rugby and player development
- Patience, maturity, and emotional intelligence
- Ability to inspire and mentor
- Cultural awareness and inclusivity
- Commitment to learning and professional development
- Adaptability and problem-solving
- Strong work ethic and dependability

Desirable Qualifications

- USA Rugby Level 2 or 3 Coaching Certification
- Previous head coaching experience (high school or club)
- Competitive rugby playing experience
- Experience with Pennsylvania Rugby or PIAA programs
- Regional rugby community connections
- Experience in player recruitment and talent identification

Commitments & Expectations

- Season: Spring 2025 (January–May), with possible summer 7s (June–August)
- Practices: 2-3 sessions/week (1.5–2 hours each)
- Matches: Weekend fixtures (home and away)
- Additional: Pre-season planning, meetings, professional development
- Must be available for all scheduled activities

Working Conditions

- Outdoor work in various weather
- Physical demands: demonstrating techniques, standing, active supervision
- Evening and weekend hours required
- Travel to away fixtures within Pennsylvania



Compliance Requirements

- Maintain current registration with Rugby Pennsylvania and USA Rugby
- Ensure team and player compliance before competition
- Adhere to all relevant policies (USA Rugby, Rugby Pennsylvania, PIAA, School District)
- Comply with child protection and safeguarding policies
- Maintain confidentiality of sensitive information
- Complete annual SafeSport training and biennial background checks

Compensation & Benefits

- Commensurate with experience
- Potential reimbursement for coaching certification courses
- Professional development opportunities
- Access to club network and 50+ year rugby tradition

Application Process

Interested candidates should submit:

- Current resume/CV (highlighting rugby coaching experience)
- Cover letter (coaching philosophy and qualifications)
- Proof of current USA Rugby certifications and compliance
- Three professional references (preferably rugby coaching)
- Optional coaching portfolio (training plans, match analysis, player development)

Contact:

Conestoga Rugby Club

P.O. Box 911, Southeastern, PA 19399

Website: www.conestogarugby.com

Equal Opportunity Statement

Conestoga Rugby Club is committed to equal opportunity for all qualified applicants, regardless of race, color, religion, sex, national origin, age, disability, or any protected characteristic. The club promotes diversity, inclusion, and accessibility in rugby.