



MERCHANT TAYLORS'  
School

<b>Job description</b>	
The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment	
<b>The School</b>	Merchant Taylors' School is a large Independent Boys' School, situated in 280 acres of parkland in Northwood, Middlesex. The School was founded in 1561, is owned by the Merchant Taylors' Educational Trust and moved to its present site in 1933. There are four distinct boys' day schools on campus. The Nursery, the Pre-Prep & the Prep cater for 370 boys, while the Senior School has over 960 pupils. The School employs over 110 teachers and 160 Support staff across Merchant Taylors' School.
<b>Job title</b>	1 <sup>st</sup> XV Rugby Coach
<b>Function</b>	Support Staff
<b>Reports to</b>	Director of Rugby
<b>Line management duties and responsibilities for</b>	N/A
<b>Summary of role</b>	<p>We are looking for an inspirational and motivational rugby coach to help develop the young rugby players at MTS. The role will see the individual support and lead rugby sessions as well as coaching, managing and officiating fixtures. Based on the current timetables there is a requirement for coaching sessions to be covered on Mondays, Wednesdays and select Saturdays by our pool of Rugby Sports Coaches on our casual worker register.</p> <p>To undertake any other duties as may be reasonably required and requested by your line manager to meet the School's priorities and demands.</p>

<b>Main duties and responsibilities</b>	<ul style="list-style-type: none"> <li>• Planning and delivering coaching sessions</li> <li>• Supporting staff who lead coaching sessions</li> <li>• Assist in the delivery of the MTS Way</li> <li>• Management of teams on fixtures</li> <li>• Officiating at school fixtures when required</li> <li>• Supervision of pupils on fixtures</li> <li>• Other related tasks as reasonably requested by the Director of Rugby</li> <li>• Reporting back to Director of Rugby regarding coach and pupil progress</li> </ul>
<b>Safeguarding responsibilities</b>	<p>It is the post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom s/he is responsible, or with whom s/he comes into contact and to adhere to and ensure compliance with the School's Safeguarding Policy Statement at all times. If in the course of carrying out the duties of the post, the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the School s/he must report any concerns to the Head Master</p>

## Person Specification

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	Essential	Desirable	Method of assessment
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• England Rugby Headcase Concussion Awareness</li> <li>• England Rugby Introduction to Safeguarding</li> <li>• England Rugby Advanced Coaching Award (or Level 3) and/or undergraduate Coaching degree</li> </ul>	<ul style="list-style-type: none"> <li>• England Rugby courses such as Principles of Scrummaging, Principles of the Lineout, Tacklesafe.</li> <li>• England Rugby Introduction to Refereeing Course</li> <li>• Master's degree in coaching or performance sport</li> <li>• First Aid qualification</li> <li>• Safeguarding and the Prevent Duty qualifications</li> </ul>	<p>Production of the Applicant's certificates</p> <p>Discussion at interview</p> <p>Independent verification of qualifications</p>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Outstanding coaching knowledge and experience working in schools or performance pathways</li> <li>• Experience coaching or playing rugby to a good level</li> </ul>	<ul style="list-style-type: none"> <li>• Experience coaching young people and/or working in a school environment</li> </ul>	<p>Contents of the Application form</p> <p>Interview</p> <p>Professional references</p> <p>Practical coaching session</p>

<b>Skills</b>	<ul style="list-style-type: none"> <li>• Good communication, listening and interpersonal skills</li> <li>• Able to meet the physical demands of the post</li> </ul>		<p>Contents of the Application form</p> <p>Interview</p> <p>Professional references</p> <p>Practical coaching session</p>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Strong knowledge of the game of Rugby Union</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding as to how young people learn and how to structure coaching sessions accordingly</li> </ul>	<p>Contents of the Application form</p> <p>Interview</p> <p>Professional references</p>
<b>Personal competencies, qualities, attitude and behaviours</b>	<ul style="list-style-type: none"> <li>• Motivation to work with children and young people</li> <li>• Ability to form and maintain appropriate relationships and personal boundaries with children and young people</li> <li>• Emotional resilience in working with challenging behaviours</li> <li>• Positive attitude to use of authority and maintaining discipline</li> <li>• Cooperate with school in all matters concerning health and safety, following school policy</li> </ul>	<ul style="list-style-type: none"> <li>• Desire to create the a positive, fun and engaging learning environment for players of all abilities.</li> <li>• Drive for the programme to be the best it can be including to report back to the Director of Rugby and suggest potential improvements</li> <li>• Keen to learn and improve your own coaching practice with the support of staff at MTS</li> </ul>	<p>Contents of the application form</p> <p>Interview</p> <p>Professional references</p>

	<ul style="list-style-type: none"><li>• Excellent time management and communication to work with school staff for sessions</li><li>• Excellent organisation to complete online training as directed by the school</li><li>• Maintain strict confidentiality of all information belonging to the schools.</li><li>• Be aware of and support differences and ensure equal opportunities for all</li></ul>		
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<b>General Conditions</b>	
<b>Start date</b>	18 <sup>th</sup> August 2026
<b>Hours</b>	The individual will be appointed to the Merchant Taylors' School register of casual staff and engaged as a Casual Worker on an "as and when" basis.
<b>Salary</b>	Hourly rate (dependent on qualification, experience and skills)
<b>Other benefits</b>	The School is keen to help develop the skills of its staff and workers and looks to provide appropriate training as necessary. Use of School leisure facilities. Lunch provided free of charge when the School Catering Department is open Free parking on site.
<b>Closing date for applications</b>	Wednesday 3 <sup>rd</sup> June 2026 If you have any questions regarding the role, please reach out to: <b>Mr Scott de Weymarn, Director of Rugby:</b> <a href="mailto:sdw@mtsn.org.uk">sdw@mtsn.org.uk</a>
<b>Interviews to be held</b>	w/c 8 <sup>th</sup> June 2026

*Merchant Taylors' School is an equal opportunities employer committed to safeguarding and promoting the welfare of children. As this role will bring you into contact with children you are expected to share this commitment. This post is exempt from the Rehabilitation of Offenders Act 1974. Applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS). Further information on how the School uses personal data is set out in the School's Staff Transparency Notice, which can be found on the Vacancy page of the School Website.*

#### *How we use your information*

*We will use the information which you provided, and which we collect from other sources (such as from references and from the Disclosure and Barring Service) for the following purposes: to assess your suitability for the role for which you have applied, to assess your suitability to work with children and to enable us to comply with our legal obligations (including safeguarding and promoting the welfare of children).*

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