



**POLSKI ZWIĄZEK RUGBY**  
POLISH RUGBY UNION  
FEDERATION POLONAISE de RUGBY  
ul. Marymoncka 34, 01-813 Warszawa  
tel. +48 22 835 35 87, e-mail: poczta@pzrugby.pl  
www.pzrugby.pl

Warszawa, 21.11.2022

**POLISH RUGBY UNION**  
is currently inviting applications for the post of  
Head Coach of the National Junior 15's Rugby Union Team

### **1. Employment Terms and Responsibilities.**

A successful candidate will be awarded a fixed-term contract under Civil Law.

The contract expires with the conclusion of the 2022/2023 Rugby Europe U18 Championship tournament, with option of extending it for following season.

#### **Main responsibilities:**

- a) Plan together with the Sport Director and other coaches a full set of activities for the men U18 15's National Team, including training camps, international training tournaments and official European Championships, and attendance to domestic 15's activities. Able to deliver the job within a specific budget.
- b) Support the Sport Director and the Polish 15's competitions Commissioners in the draft of the 15's domestic cadet (U18) and juniors (U18) competition calendar to align it with the International Calendar.
- c) Work together with the senior and U20 men National Teams, assisting the head coaches and creating a joint approach to 15's in the U18s, U20s and Senior national teams to ensure a smooth transition and player centered long term development.
- d) Work together with the men U18 7's head coach to assist in the development of players, making sure that there is a joint communication to the players about activities throughout the season, and that players understand at all times what does the men U18 national teams (15's and 7's) expect from them.
- e) Work together with the players and involve them in the decision making regarding their playing career, ensuring that all World Rugby player welfare principles are respected and a proper and successful LTPD plan is in place.
- f) Availability to travel to different activities such as training camps and tournaments both in Poland and abroad.
- g) Ensure that a smooth and positive communication with the parents of the players and their clubs is achieved so they are also involved in the long term development of the players.
- h) Represent Polish Rugby with the outmost respect and integrity, adhering to the PZR code of conduct, with impeccable behavior towards players, colleagues, PZR representatives and officials, match officials, media, supporters and representatives from RE, WR and other Unions.

The Head Coach will be involved in the selection of other members of the coaching staff. The members will be appointed and approved by the Technical Director of the PZR and the Board of Directors.



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## 2. Expectations

- a) Proactive on resolving emerging issues, positive, passionate, and committed,
- b) Capable of working well under pressure as a leader and as well as part of a team,
- c) Good communicator, with great interpersonal and organizational skills.
- d) Good in managing changes and adaptable to changing environments.
- e) Good planning skills with the ability of identifying key objectives and challenges and prioritize effectively.
- f) Excellent at player development and at identifying strength and weaknesses to create together with the player action plans for his development.
- g) Excellent abilities to assist the player in his personal and sport development, ensuring at all times and in all activities that players feel respected, involved, challenged, motivated and excited to be part of the Polish National Team.
- h) Knowledge of video analysis platforms.
- i) Good knowledge of polish rugby 15's environment and the current competition structure for cadets and juniors.
- j) Ideally based in Poland, although applicants based in other countries are welcomed.
- k) Excellent use of technologies for communication to ensure a fluid dialog with players, other staff members, PZR Sport Director and other individuals.

## 3. Requirements

- a) Proven experience in playing and/or coaching 15's at different levels, with at least 2 years coaching 15's.
- b) Proven experience working in children and youth environments, ideally in a school environment.
- c) Proven no criminal record.
- d) World Rugby – Coaching Level 2 certificate.
- e) World Rugby – Coaching Level 3 certificate, World Rugby S&C Level 1 certificate, World Rugby Level 1 FAIR certificate and other Sevens official education will be a plus,
- f) Academic degree will be a plus
- g) Fluent knowledge of Polish and English written and spoken expected although we are flexible for applicants not based in Poland.

## 4. How to Apply

The applicants should:

- a) fill the “questionnaire for candidates” attached to the offer
- b) send a copy of the applicant's valid passport.
- c) send a copy of coaching certificates and all other documents and certificates mentioned in requirements and important for the application.

## 5. The Deadline and Submission Details

The applicants should submit the required documents either:

- a) by email with the subject line “Konkurs na stanowisko trenera głównego kadry narodowej juniorów rugby 15 Polskiego Związku Rugby” to: [jose.g@pzrugby.pl](mailto:jose.g@pzrugby.pl) and [k.czajka@pzrugby.pl](mailto:k.czajka@pzrugby.pl) (please note that you will have to submit the documents to both recipients)
- b) by a recorded letter with the subject line “Konkurs na stanowisko trenera głównego kadry narodowej juniorów rugby 15 Polskiego Związku Rugby – NIE OTWIERAĆ” to:  
Polski Związek Rugby  
ul. Marymoncka 34  
01-813 Warszawa  
POLSKA/POLAND
- c) or in person in the PZR head quarter: ul. Marymoncka 34, Warszawa.



By submitting the documents, the applicants consent to the processing of their data for the purpose of the application process.

The deadline for submission expires on 9 December 2022, 3 p.m. CET.

Should the applicants not suit the selection criteria, Polish Rugby Union reserves the rights to cancel the search process.

The results are expected to be announce on 20 December 2022.

The applicants will be notified of the results by email or by post. PZR will also announce the results on the website ([www.pzrugby.pl](http://www.pzrugby.pl)).



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