



TONBRIDGE
SCHOOL

CASUAL RUGBY COACH



THE DEPARTMENT AND POST

Tonbridge School has a long-standing reputation for sporting excellence, with rugby playing a central role in its vibrant co-curricular life. The Rugby Academy is dynamic, forward-thinking and staffed by a team of professional coaches who have played and coached at the highest levels. Their expertise ensures that Tonbridge remains at the forefront of coaching innovation, and the department maintains strong relationships with leading professional clubs and national governing bodies, including Saracens RFC, Harlequins RFC, and the RFU.

This post presents an exciting opportunity to contribute to this high-performing environment. The successful candidate will support the coaching of Tonbridge boys during games afternoons and possibly match days. They will be a reliable and enthusiastic team player, capable of delivering high-quality coaching, with the ability to coach across the talent spectrum with effective scaffolding techniques, whilst building strong rapport with pupils. Experience in coaching or playing at a high level is highly desirable, as is familiarity with safeguarding and child protection procedures. A flexible and proactive approach, alongside a genuine passion for player development, will be essential to thrive in this role.



JOB DESCRIPTION

Job Title Casual Rugby Coach

Reporting to Rugby Academy Director

Main Purpose To provide rugby coaching services on an individual and group basis, for the duration of the Tonbridge School Michaelmas Term.

MAIN DUTIES

- To provide coaching support for the Tonbridge School boys during games afternoons and match days.
- To assist with the coaching and/or refereeing of teams on match days (Saturday).
- To undertake any other duties commensurate with the post.

CONFIDENTIALITY

The successful candidate must maintain the confidentiality of information regarding the School, its staff and its business. Information must not be communicated to other persons in or outside the School except in the recognised course of their duties.

CHILD PROTECTION

The post-holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom he or she is responsible, or with whom he or she comes into contact will be to adhere to and always ensure compliance with the School's Safeguarding and Child Protection Policy. 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 he or she must report their concerns to the Designated Safeguarding Lead or to the Headmaster.

PERSON SPECIFICATION

Skills and Abilities

- A motivated individual able to work on own initiative.
- Team player with willingness to support others in their roles.
- The ability to provide exceptional coaching services at all times.
- Knowledge of safety requirements and child protection issues.
- A reliable and enthusiastic individual with a flexible approach to work.
- Excellent verbal and written communication skills with an ability to deal with a wide range of people including school staff, children and parents in a professional and friendly manner.

Knowledge and Experience

- Experience of working in a team environment, planning, and delivering practice sessions.
- Experience of working in an individual coaching environment and building relationships and trust between player and coach.
- Experience gained within a school environment preferable.
- Coaching/playing experience at a high level in schools, clubs, or County.

HOURS OF WORK

- This post is for the period of end of August 2026 until 10 December 2026 (with a possibility to extend into other terms depending on expertise and availability of sessions), on Tuesdays and Thursday games afternoons, with the possibility of Fridays

and Saturdays as required. Extra hours may be available depending on demand.

- Hours will be on a casual basis.

REMUNERATION

£20 per hour, including proportionate holiday pay.

Tonbridge School is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to any post, including checks with past employers and the Disclosure and Barring Service.

APPLICATION PROCESS

SUBMITTING AN APPLICATION

Full details and an application pack may be found at:

<http://www.tonbridge-school.co.uk/jobs>

Apply via our online application form or, send your completed application form to:

hrdept@tonbridge-school.org

01732 365555

Closing Date: Thursday 11 June at 12 noon

We reserve the right to interview and appoint prior to the closing date for applications, so early applications are encouraged.

**TONBRIDGE
ONLY CONNECT**

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TONBRIDGE-SCHOOL.CO.UK

Tonbridge School is a registered charity No. 1097977

The information contained in the brochure is accurate at the time of going to press