Luctonians U18s (Colts) Head Coach

About the opportunity

Luctonians is a thriving community multi sports club. The rugby club runs four senior men's sides and one women's side, with the men's 1st XV playing in National League 2 West (Level 4) of the RFU structure.

At U18s (Colts), Luctonians has a long history of success, both in terms of on-field and player development. This team has been the most successful in the region over the past decade, having won the North Midlands Cup for five of the last seven seasons and has been to the past eight finals straight since 2017. Our Colts team is an essential part of the club's pathway, bridging the transition from junior sides into seniors, and with Luctonians 1st XV running a largely home-grown model, this team has been essential in producing 84 players who have gone on to play National League rugby for the club in the past 15 years. This is on top of producing a number of talents who have gone on to play professional rugby (Jonny Hill, Tom Pearson, Seb Atkinson, John Kelly and Charlie Bemand to name a few).

We are looking for an individual to take on the role of U18 Head Coach. In this role you will be supported by the club's Director of Rugby (DOR) and Junior Programme Development Manager (JPDM) to create an innovative high-performance rugby union environment, with a responsibility for looking after all aspects of player development, training delivery and on-field performance, to include, coaching, video analysis and player management, within a defined club structure.

This role is an excellent opportunity for any coach looking to lead a performance focused team, in a high-level rugby environment at the very top end of the community rugby pyramid, at a club that is consistently sat within the top 50 in England. It is an opportunity for a coach to embed themselves within our coaching pathway, as either someone looking to develop highly skilled, successful players at this age group, for a number of years to come, or for someone looking to take the first step on the pathway to coaching within our highly successful senior environment.

The main tasks for Luctonians U18 Head Coach will be:

- Plan and coordinate the delivery of all Colts training sessions alongside Assistant Coach/es.
- Enhance the levels of players' game understanding, tactical awareness and technical skill development across the Colts Squad, whilst looking to follow a similar stylistic DNA as those teams within our senior section.
- Develop a successful team environment and take overall responsibility for the Colts' match day performances and results.
- Establish performance targets and the criteria used to assess development.
- Perform and coordinate match analysis reviews of Colts' previous games, as well as upcoming opposition if and as required.
- Identify potential gaps in player pathway talent, numbers and positions to inform club DOR on upcoming areas of recruitment.

- Liaise with club's DOR and JRDM and where requested deliver some sessions within the club's Junior Player Development Plan, for Youth Players (U13-U16), and have an awareness of identified talent within these teams, coming into Colts within coming season or two.
- Facilitate the development of Assistant Coach/es within the Colts coaching setup, managing their delivery within your established performance environment.

What are we looking for?

Experience

- Minimum 3 years' experience within a rugby coaching environment, this experience will have been gained in a practical environment, ideally in a similar (U16-U18) top-end youth development or academy pathway, working with talented players in their late teens.
- Experience in some methodology of video analysis.
- Experience of setting clear goals, targets, measures and implementing action plans.
- As a coach you should have an open mind and be willing to buy into a strong club culture and ethos, adding value where you see fit.

Skills & Qualifications

- Minimum UKCC Level 2 coaching award or equivalent, preferably Level 3 or beyond.
- Preferably display strong experience of working with this age demographic of player (U16-U18)
- Strong interpersonal skills and relationship management
- Good IT Skills, specifically PowerPoint and Analysis operations system.
- Strong written and verbal communication skills are essential.
- Flexibility within leadership and coaching approaches is essential, in order to assist players learning.

Role Demands

- Luctonians U18 Head Coach is a two-year fixed position with the role to be reviewed in full at the end of this period.
- It is a Part-time role, with time demands varying, but heavily weighted to training evenings on Tuesdays and Thursdays, as well as matches on Sundays.
- Other activities including planning, selection, player management and analysis can take place remotely, away from Luctonians.

Responsible To

- Luctonians Director of Rugby and Luctonians Junior Rugby Development Manager

Salary

- Competitive Salary for the right candidate.

Application Details and Deadline

- Please send in CV and Covering Letter to alex.smith@luctonians.co.uk by midday on Friday 17th April 2026.