



Job Title: Academy Manager

Hours: 40 each week

Contract time: Full time/permanent

Location: Oval Park (with essential travel)

Salary: competitive

Reports to: Head of Recruitment and Rugby Partnerships

Closing date: 14 March 2025, 5PM

ROLE SUMMARY

The Leicester Tigers Academy forms part of the RFU/PRL Regional Academy network with the primary objective of identifying and developing the next generation of players for the Leicester Tigers senior squad. The Academy Manager will lead the operation of the Leicester Tigers Academy, including line management of phase leads of Junior Academy (14-16 foundation phase), Academy (16-18 development phase) and Senior Academy (18-21 confirmation phase). They will be responsible for best practice governance and player development going over and above that set out in the minimum standards of the Academy performance review process.

PRINCIPAL RESPONSIBILITIES

Leadership:

- To advance the Academy Performance Plan in collaboration with the Head of Recruitment and Rugby Partnerships.
- Ability to interface effectively with people at all levels of the game. Competence to manage & motivate, develop relationships and if required manage conflict.
- To regularly report progress of Academy performance to the Head of Recruitment and Rugby Partnerships, Head Coach and Board.
- Ability to plan, communicate, research and constantly evaluate current practice to achieve excellence.
- Under the guidance of the Head of Recruitment and Rugby Partnerships, maintain interface with the Head Coach and broader coaching team to ensure full alignment on all aspects of the Academy to the Senior setup.

Management:

- To lead and manage Academy staff to meet the behaviours and targets set out in the plan.
- To ensure Academy staff are working to the highest standards, adhering to all club policies and procedures including safeguarding, record keeping and communications.
- Lead, contribute to and continually review programmes for each phase of the Academy and its partner ACE programmes.
- In collaboration with the Head of Recruitment and Rugby Partnerships ensure an accurate, justified and achievable succession plan of high potential players aged 16-21 from within the Leicester Tigers Academy pathway and external sources.
- Produce an Annual Playing Programme for each England Academy Player (EAP) in conjunction with all relevant stakeholders to set out the competition schedule and aims for the coming season by the dates specified in the Academy Audit.



- Forge clear and positive relationships with teachers of rugby, coaches and development staff within feeder schools, clubs and CBs.
- Liaise with England Age Group coaches to ensure clear lines of communication and player management.
- Develop active working partnerships with loan clubs and universities to ensure dual registration opportunities for Senior Academy players.
- Ensure all Academy players are engaged in suitable education or training alongside their rugby commitments.
- Manage, plan and work within agreed budgets. Liaise with the Head of Recruitment and Rugby Partnerships and other key stakeholders to ensure the Leicester Tigers Academy operates within the Salary Cap regulations.
- Take full responsibility for delivering on the annual RFU/PRL Audit.
- Manage the Academy Licence through liaison with the RFU to ensure continued compliance with all Licence requirements.
- Assist the phase leads in proactively ensuring Academy player discipline on and off the field. Administer the approved disciplinary procedures for the Academy players when appropriate.

ESSENTIAL SKILLS

- Have a significant level of experience and achievement in the coaching, supporting and development of young players
- Credible rugby knowledge, understanding and expertise gained from playing, coaching or through player management. Ability to coach and understand the game to a high level – strategically, tactically and technically
- Effective management skills in a similar or related environment
- Be qualified to a minimum of RFU level 3 coaching award (preferably RFU level 4 or MSc in a related field) or demonstrable experience in a relevant field
- Excellent communication skills to explain and present information clearly for a variety of learning styles
- Be a team player and well versed in developing constructive working partnerships with a range of key stakeholders
- Be able to demonstrate a strong work ethic, drive and enthusiasm in a similar role
- Be a confident and proficient user of information technology
- Be capable of implementing overall strategy with attention to detail
- Full UK driving licence

HOW TO APPLY:

Please download and complete an [application form](#) from our website and send this completed to jointheteam@tigers.co.uk by **5PM 14 March 2025**.