



SUOMEN RUGBYLIITTO

FINNISH RUGBY FEDERATION

Head Coach, Men's National XV

Role Description	
Role Title	Men's National Team 15's Head Coach
Reports to	Technical Director
Key relationships	Technical Director, National team manager, other NT coaches, National team coordinator or similar SRL officials
Role type	Volunteer
Time Commitment	<p>Flexible and varying throughout the year.</p> <p>Whilst the post holder will be offered a degree of flexibility to fulfil the roles and responsibilities of the post, the core responsibilities below will normally be the minimum required to successfully meet the demands of the post.</p> <p>The majority of the National Team tournaments and squad training sessions run between September - May, the programme will continue throughout the calendar year. Training camps are to be held throughout the year at the discretion and direction of the coach in agreement with the coaching and management team.</p>
Term	<p>The initial appointment period will be for two (2) years with an option of a further two (2) years following review.</p> <p>Upon resignation a transition period should be agreed between the Board and the Technical Director to allow for the transfer and handling of all ongoing matters. This period cannot be less than 2 weeks.</p>
Role Purpose	
<p>With the assistance of the coaching team and National Team management implement the planning and delivery of National Team squad training sessions, tournaments and matches to achieve the agreed union, team management and player development outcomes.</p>	



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Core Responsibilities

1. Coaching

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| <ul style="list-style-type: none">• Cultivates a philosophy which balances results with performance and the development of players• Creates an environment which stimulates and promotes player development• Using developed session plans/match analysis forms in the planning and delivery of squad training sessions.• Promotes the National Team player pathway and the development of Rugby in Finland | <ul style="list-style-type: none">• Complete the individual player development plans and end of season player assessments / reports with assistance from the coaching / management team• Where required to do so plan and deliver local sessions• Ensure that all the rugby training kit and equipment is fit for purpose at training sessions and matches |
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2. National team selection

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| <ul style="list-style-type: none">• With assistance from the coaching team select the National Team squad• With assistance from the coaching team select the match day squads | <ul style="list-style-type: none">• Attend all National Team squad training sessions and matches on the specified dates.• Attend or view domestic competitions with a view of assessing current and future National Team players |
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Rewards and benefits

- The role is a voluntary position and where the coach is located outside of Finland, expenses for travel and accommodation will be agreed with the SRL Board at time of contract negotiations
- Travel expenses: expenses for international travel, including flights and hotels for games, are covered as an expense by the National Team's Budget. Training camp fees and kilometre reimbursement are covered by the National Team's budget and for camps held at Eerikkilä.
- Opportunity to work with aspiring, talented players within a high-performance programme and to be part of a successful National rugby team.
- Support and access to Continuous Personal Development (CPD)

Strategic Alignment

The head coach **shall**:

- Together with the team manager, participate in SRL annual planning and reporting

Key Performance Indicators

- Player development plans and end of season player assessments / reports completed
- Planned training camps and fixtures are delivered

Skills & Experience

Essential

- Rugby Union Coaching Award - Qualified to minimum Level 2 or solid



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experience and attributes

- Player centred / game related approach to coaching and player development
- Sound understanding and knowledge of up-to-date coaching practices
- Self-motivated in updating one's own knowledge and skills by regular attendance of relevant educational events.
- A firm understanding – or a willingness to gain a firm understanding – of Finnish domestic rugby.
- Works effectively as part of a team and as an individual
- Sound administration and IT skills.
- Strong communication and interpersonal skills
- Able to commit to weekends where required to fulfil the role

Desirable

- Access to own transport is an advantage



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Changes Control

24.5.2026 First draft / Heikki Harju