SUOMEN RUGBYLIITTO
FINNISH RUGBY FEDERATION

Junior Rugby Development Coordinator

Role Description	
Role Title	Junior Rugby Development Coordinator
Reports to	Head of Development / Technical Director
Key relationships	SRL: clubs, Junior Competitions Manager, Junior National team head coach & team Coordinator, team of SRL junior volunteers Outside SRL: junior rugby volunteers in neighbour countries
Role type	Volunteer
Time Commitment	Approximately 2-5 hours per month, varying slightly with seasonal needs.
Term	2 year term, with possibility to extend.
Role Purpose	
Lead the development of junior rugby in Finland, in terms of quality (knowledge, training etc) and numbers.. Stay in contact with existing junior teams / groups, know their needs and challenges, facilitate needed support from the SRL side together with other volunteers, and facilitate knowledge sharing between clubs. Promote and support school rugby actions done by club volunteers. Participate in making grant applications related to junior rugby initiatives.	

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Core Responsibilities

1. Develop junior rugby in Finland with focus on quality

- Understand current juniors teams' challenges, needs etc
- Identify most important and effective actions to support current teams in quality and continuity
- Development plan for next 3 years, updated yearly, followed at least twice a year
- Nurture junior rugby community in Finland
- Facilitate peer-support among junior team volunteers and coaches
- Organize junior rugby camp(s) at least once a year

2. Develop junior rugby in Finland with focus on reaching as many players as possible

- Financial actions: Participate in making grant applications, promote available grants to the teams, share information how to apply
- Visibility of junior rugby outside SRL: Marketing plan for 2 years, updated yearly, followed at least twice a year.
- Visibility of junior rugby inside SRL: Communicate actively inside SRL (Clubs, members) and outside (SRL website, news)
- School rugby: Promote and support school rugby actions done by club volunteers.
- School holiday camps for kids: Promote and support clubs to organize open rugby camps during school holidays.
- New junior teams: Support rugby clubs to start a new juniors team / group by offering for example (but not limited to) information, knowledge, contacts and peer-support.

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Other aspects

may	**must**
• Recruit a team of volunteers "Junior rugby development team" • Support Junior National team	• Follow domestic junior competitions • Follow the numbers of school rugby visits yearly

Strategic Alignment

shall:

- Strategic element: Growth
  - Help juniors teams so that they can grow, identify enablers
- Strategic element: Development
  - Share materials and knowledge to junior teams, facilitate knowledge sharing between junior teams' volunteers
- Strategic element: Good governance, volunteers, and sense of community
  - Nurture the community of junior rugby in FInland
- Take part in the drafting and maintenance of SRL annual action plans aligning with the strategic plan (in the scope of women's rugby)

Key Performance Indicators

- Growth of junior rugby: number of licensed junior players
- Number of school rugby visits

Skills & Experience

Essential

- Knowledge about rugby and junior rugby
- Communication skills
- Management skills
- Efficiency and proactivity in taking care of needed administration tasks and documents

Desirable

- Fluency in Finnish is beneficial but not mandatory

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Changes Control

15.8.2026 First draft / Satu Raudasoja
10.11.2026 Changed role title from manager to coordinator / Heikki Harju