



An Anglican Boys' School, rooted in Africa, providing a holistic and relevant education in a nurturing, and transforming environment, committed to developing men of principle and compassion.

Director of Rugby

The following position will become available at Bishops Diocesan College with effect from January 2026. The position will be as an Independent Contractor and offered on an initial two-year fixed-term contract, with the possibility of a one-year extension by mutual agreement.

The appointed Director of Rugby will be a custodian of the Bishops legacy while advancing the systems and performance levels to meet the evolving demands of the modern game. This includes leading a culture of excellence, driving development, and inspiring the next generation.

The Director of Rugby will work in tandem with the Teacher in Charge of Rugby, who report to the Deputy Head of Sport and the Principal of the College.

Duties and Responsibilities

Leadership & Strategic Planning

- Lead the overall vision, strategy, and implementation of the Bishops Rugby program— 'The Bishops Way'.
- Promote a culture of excellence, resilience, and integrity in alignment with the school's ethos.
- Design and execute a 3-year performance and development plan for all age groups and coaches.

Rugby Operations & Program Delivery

- Oversee the technical rugby program and curriculum from U8 to U19 to ensure continuity and alignment.
- Mentor and develop coaches through a 'coach the coaches' framework.

- Standardized skills development, player progression, and coaching methodology across all teams.
- Implement The Bishops Way Game Model and ensure it is embedded at all levels.
- Develop effective strength & conditioning and medical support systems in line with the SPW (Sport Performance and Wellness) program.

Talent Identification & Recruitment

- Lead strategic recruitment in collaboration with the Rugby Committee and College leadership.
- Identify and secure talented rugby players with a focus on transformation and key positional needs.
- Work closely with the bursary structures, Admissions Officer and the Bishops Rugby Development Fund (BRDF) to align talent acquisition with financial support structures.
- Identification, recruitment and management of internal and external coaches and managers with the TiC of Rugby.

Performance Monitoring & Reporting

- Monitor team and player development, coaching performance, and outcomes across all squads.
- Deliver strategic updates and performance reports to the Rugby Committee and Head of Sport. Committee.

Stakeholder Engagement

- Build strong relationships with students, parents, alumni, sponsors, and the broader school community.
- Represent Bishops rugby with professionalism and pride at fixtures, tournaments, events, and conferences if necessary.

Criteria

Experience and skills: Minimum Requirements

- Playing or coaching experience at provincial or national level.
- Experience managing or developing elite talent at schoolboy or U20 level.
- Understanding of the independent school environment and its expectations.
- Proven experience in a high-performance rugby environment (school, university, or professional level).

- Accredited rugby coaching qualifications (minimum World Rugby Level 2 preferred).
- Demonstrated success in talent identification and long-term player development.
- Excellent leadership, communication, organizational, and administrative skills.
- Alignment with the values and educational philosophy of Bishops Diocesan College.

Interested applicants should click on the link below to complete the online application form by 03 October 2025.

[online application](#)

Only short-listed contacts will be contacted by 31 October 2025. If you have not heard from us by this date, please consider your application to have been unsuccessful. Only South African citizens will be considered for a permanent post.

www.bishops.org.za

Bishops, in line with POPIA (Protection of Personal Information Act) will attempt to ensure the confidentiality of all applicants for this role. All reasonable measures will be in place to protect personal information but will be used in the recruitment, selection, and reporting process. By submitting your application for this position, you are recognizing and accepting this disclaimer.

Bishops is committed to transformation. In accordance with our Employment Equity Plan, preference shall be given, but not limited to, candidates from the designated groups.