

Lead Analyst - Women's Programme

Founded in 1866, Harlequins is one of the most iconic rugby clubs. Recognised around the world, we are proud to be a founding member of the RFU, boasting more Presidents than any other club, as well as a healthy dose of current and legendary Men's and Women's international players.

As leaders of the game, we are ambitious to build on our success. To do this we move at tempo, we are unconventional in our thinking and approach, and we recognise the value that each role and each person in the team plays in delivering our success.

The Role in Brief:

The Lead Analyst will lead the Women's Performance Analysis programme, delivering high-quality analysis that supports coaching, player development and team performance. Working closely with the Head Coach and wider multidisciplinary team, the role will provide objective performance insights, coordinate weekly analysis processes and drive innovation across the programme. The successful candidate will play a key role in enhancing decision-making, developing players and contributing to a high-performance environment aligned with the Harlequins Women's vision and playing identity.

The Details:

- Based at our Training Ground: Surrey Sports Park, Guildford, GU2 7AD
- Reports to Head of Women's Rugby, with direction taken from Head Coach
- Full-time permanent
- The role will require regular evening and weekend work
- Salary: £35,000 per annum

Duties & Responsibilities:

- Lead and develop the Women's Performance Analysis programme, ensuring high standards across all analysis activity.
- Work collaboratively with coaches and the wider multidisciplinary team to integrate analysis across the performance programme.
- Coordinate the weekly performance review process, managing clips, presentations and other resources to ensure player-facing delivery is clear, engaging and impactful.
- Lead opposition analysis, producing clear tactical reports and presentations aligned to the team's game model.
- Provide timely, objective and actionable performance insights to support coaching, planning, selection and decision-making.
- Oversee the filming, coding and review of training sessions, providing coaches with timely and relevant feedback.
- Lead all live match-day analysis operations, providing real-time information to the coaching staff.
- Coordinate post-match reviews, identifying key trends and performance indicators to inform future performance.
- Deliver individual player analysis to support learning, development and IDPs.
- Manage all performance analysis software, video platforms and data systems, ensuring accuracy, consistency and accessibility.
- Drive innovation in analysis processes, technology and the communication of performance insights.

- Line manage, mentor and develop analysts, placement students and interns within the Women's Performance Analysis department.
- Support the player recruitment process by producing video packages, analysis and performance data as required.
- Lead on additional projects and undertake any other duties as directed by the Head of Women's Rugby and Head Coach.

The Skills, Experience and Qualifications needed:

- Undergraduate degree (or equivalent qualification) in Performance Analysis, Sports Science or a related discipline.
- Postgraduate qualification (MSc/MRes) in Performance Analysis or a related field (desirable).
- A minimum of three years' practical experience in a performance analysis role within an elite or high-performance sporting environment.
- Proficient in the use of performance analysis software, including Hudl Sportcode, Power BI and other relevant analysis platforms.
- Experience of producing high-quality reports and presentations, translating complex performance data into clear, concise and actionable insights.
- A strong understanding of the coaching process and the effective application of performance analysis to enhance individual and team performance.
- Excellent communication and interpersonal skills, with the ability to build effective working relationships across a multidisciplinary team.
- Strong analytical, numerical and problem-solving skills, with a high level of technical and IT proficiency.
- Highly organised, with excellent attention to detail and the ability to manage multiple priorities in a fast-paced, high-performance environment.

The Culture and Behaviours we look for:

- **Tempo** – can act with urgency and can quickly adapt plans and multi-task according to the environment, which rapidly evolves in sport. Fast learner with an appreciation of the necessity to meet deadlines.
- **Relate** – committed and enthusiastic team player with ability to build strong relationships. Able to work with a diverse group of individuals by displaying high emotional intelligence and collaborative behaviours. Contributes to a club wide mentality, and positive culture.
- **Unconventional** – creative thinker with a desire to approach and solve problems differently when needed.
- **Enjoyment** – creates the right balance of 'work' and 'play' and knows how to switch between the two to get the best out of everyone contributing to a strong high performance team environment.

Closing Date for applications: Wednesday 5th August

Interview Date: Friday 14th August

Role Start Date: Immediate

How to Apply: Please provide a CV and covering letter (combined in 1 document) outlining why you should be considered for the role, to jobs@quins.co.uk

Harlequins is an equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status, or pregnancy and maternity.