

Pathway Athletic Development Coach – 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 Women’s Pathway Athletic Development Coach will lead the delivery of the athletic development programme for the University of Surrey Women’s BUCS Super Rugby (WBSR) squad. The successful candidate will also be responsible for providing targeted athletic development support to identified pathway players transitioning into the Harlequins Women senior team. This will be delivered in close collaboration with the Head of Women’s Pathway & Transition and the wider Harlequins Women’s athletic performance staff.

The Details:

- Based at our Training Ground: Surrey Sports Park, Guildford, GU2 7AD
- Reports to Head of Athletic Performance - Harlequins Women, with direction also taken from the Head of Women’s Pathway & Transition
- 2.5 days per week: Monday, Wednesday, and Friday mornings/afternoons
- Fixed term contract till June 2027
- Salary: £12,500 per annum (0.5 FTE, pro rata of £25,000 full-time equivalent)

Duties and responsibilities:

- Lead the design and delivery of the athletic development programme for the University of Surrey Women’s BUCS Super Rugby (WBSR) squad, including both gym-based and on-field provision.
- Support the WBSR Head Coach with the planning and preparation of session planning and season periodisation.
- Work closely with medical staff to support return-to-play and return-to-contact processes, ensuring alignment between rehabilitation and performance provision.
- Monitor and manage player training loads, working in collaboration with the sport scientist to support GPS data collection, analysis, and application to training decisions.
- Collaborate with the Head of Athletic Performance – Harlequins Women to align on training philosophy, programme design, and squad-wide athletic development reporting.
- Support the Head of Pathway & Transition in the management and development of identified pathway players, delivering targeted athletic performance programmes to support progression into the senior environment.
- Build and maintain a collaborative working relationship with Team Surrey staff to ensure a joined-up, high-quality support provision for athletes.
- Work closely with the wider Harlequins Women’s multidisciplinary team (including medical, athletic performance, coaching, and analysis) to support player development and programme alignment.

- Liaise with international U21 athletic performance staff and coaches to coordinate player loading, welfare, and movement between environments, ensuring alignment of physical preparation across programmes.
- Contribute to the development of a high-performance environment, reinforcing agreed standards, behaviours, and ways of working.

The Skills, Experience and Qualifications needed:

- A recognized undergraduate degree (or equivalent qualification) in Strength & Conditioning, Human Movement, Sport & Exercise Science, or a related field.
- High quality strength, plyometric and power-based coaching and programming skills in long-term athletic development and return to perform criteria (relative to injury type).
- Proven experience in game day and pitch-side training management, including responsibility for session flow, timings, hydration strategies, player loading, and individual player modifications.
- Knowledge of and experience in testing, profiling and screening athletic performance abilities of athletes.
- Active presence within training sessions, supporting coaching delivery and performance delivery.
- Experience working within age-grade or pathway environments (e.g. U18–U21) is desirable.
- Excellent people management and communication skills to work effectively and efficiently within a fast-paced environment and multidisciplinary team.
- Organised with excellent attention to detail through strong administration skills.
- Excellent computer literacy skills.

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: 24th May 2026

Interview Date: 3rd June 2026

Role Start Date: July 1st 2026

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.