



## **Assistant Men's and Women's Rugby Coach**

Full Time / Salary / Exempt

### **WORK SCHEDULE**

Full-time, flexible but includes afternoons, some evenings, some weekends, some out-of-town travel

### **WORK SITE**

Onsite Bethany Campus

### **REPORTS TO**

Head Men and Women's Rugby Coach

### **DEPARTMENT**

Athletics

### **EFFECTIVE DATE**

May 2022

### **JOB SUMMARY**

The Assistant Coach will assist the Head Coach in providing leadership for the Southern Nazarene Men and Women's Rugby Programs. While assisting in all aspects of the Men and Women's Rugby Program, they will play an integral role in the day-to-day administrative responsibilities, player/team spiritual development, daily team training, evaluation and recruitment of student-athletes, academic monitoring, equipment/uniform organization, and skill development of players. This position must work within SNU, the USA Rugby, National Collegiate Rugby (and possibly NCAA) guidelines to provide student-athletes an exceptional collegiate experience while competing for championships. They must have a strong Christian commitment with a vital Christian faith and lifestyle while being supportive of the Mission of Southern Nazarene University.



## RESPONSIBILITIES

### Essential Functions:

- Recruit USA Rugby and NCR Division I level Men's and Women's Rugby players ensuring timely submission of their academic records for admissions
- Direct Graduate Assistants in the overall planning and execution of the Men & Women's Rugby program as directed by the Head Coach
- Work with Financial Aid and Compliance to determine accurate communication and implementation of scholarship awards
- Monitor academic progress and progress towards graduation of student-athletes, implementing action plans through appropriate staff when needed
- Monitor Chapel attendance and lead by example with regular attendance
- Monitor and maintain the discipline and conduct of student athletes to support the image and reputation of SNU Rugby and SNU Athletics
- Plan coaching and practice sessions in accordance with USAR, NCR, NCAA and Conference regulations as directed by the Head Coach
- Coach team members individually and in groups, demonstrating game techniques
- Assist in developing and implementing game day strategy and position assignments
- Assist in the strength and conditioning programs for rugby student-athletes
- With direction from the Head Coach, help manage operational, budgetary, and administrative activities for SNU Men and Women's Rugby
- (Possibly) Work with the Assistant AD of Compliance to ensure adherence to all NCAA and University rules by student-athletes, supporting staff and volunteers
- Coordinate scouting and game film analysis
- Assist in planning, implementing, and supervising camps.
- Continuing education within the sport of Rugby
- Pass all certifications/testing for USAR, NCR and (Possibly) NCAA (NIRA)
- Maintain SNU Men and Women's Rugby facilities and equipment
- Be a Christlike example and create opportunities for student-athletes to grow and develop spiritually ensuring consistent movement towards the SNU Mission ***"to make Christlike disciples through higher education"***.

### Required Qualifications:

- Southern Nazarene University is an expression of the Church of the Nazarene. According to SNU policy, all faculty and staff must possess a strong personal Christian commitment and be committed to the SNU mission to make Christlike disciples through higher education in a Christ centered community.
- An understanding of the importance for diversity, inclusion and equity.
- They need to possess strong character traits and ministry values that express



what God can do through them in impacting the coaches, student-athletes, SNU employees and outside persons with whom they interact.

- Needs to passionately support and articulate the University Mission.
- Must have at least an earned bachelor's degree in an applicable field.
- A heartfelt commitment to excellence in academics and athletics.
- Demonstrate strong interpersonal skills and the ability to communicate effectively with both internal and external constituencies.
- Demonstrate experience working and implementing initiatives that promote diversity, equity, and inclusion.
- Highly organized and skilled in problem-solving and conflict resolution.

**Preferred Qualifications:**

Five years of successful coaching experience and collegiate level coaching experience is preferred.

**Supervision Received:**

Reports to the Head Men and Women's Rugby Coach.

**Supervision Exercised:**

At least graduate assistants as the Head Coach directs and coordination of volunteers & student workers possibly.

**Apply Online for this position at <https://snu.edu/employment/>**

**BENEFITS**

Generous benefit structure including family health insurance plan (shared cost), long term disability, dental insurance, group life insurance, retirement matching, tuition remission, vacation, sick leave, personal days, and holidays.

**Updated: August 17, 2020**

**SOUTHERN NAZARENE UNIVERSITY  
DIVERSITY STATEMENT**

Southern Nazarene University values each person created in the image of God; therefore, we also desire to be a community that reflects representation of diversity. We care about inclusion and equity through the refining of our character, the way we create culture and the way we serve Christ. Our university values reconciliation through God's love.



**SOUTHERN NAZARENE UNIVERSITY  
NON-DISCRIMINATION/EQUAL EMPLOYMENT OPPORTUNITY STATEMENT**

Non-Discrimination/Equal Employment Opportunity Statement: Southern Nazarene University policy prohibits discrimination on the basis of race, sex, age, color, creed, national or ethnic origin, marital status, disability, genetic information, veterans status or any other legally protected class in the recruitment and admission of students, in all personnel actions or decisions including, but not necessarily limited to, recruitment, hiring, training, upgrading, promotion, demotion, termination and salary, and in the operation of all university programs, activities, and services. Any concerns regarding discrimination on the basis of categories listed above should be addressed to the appropriate person:

**Students contact:**

Dean of Students  
Southern Nazarene University  
Office of Student Life  
6612 NW 42nd St.  
Webster Commons, Lower Level Suite 110A  
Bethany, OK 73008  
405-491-6336/ Email: [kbradley@snu.edu](mailto:kbradley@snu.edu)

**Employees contact:**

Director of Human Resources (or immediate supervisor)  
Southern Nazarene University  
6729 39<sup>th</sup> Expressway  
Bresee Hall, Room 306  
Bethany, OK 73008  
405-491-6333/ Email: [gcollier@snu.edu](mailto:gcollier@snu.edu)

**Chief Diversity Officer**

Vice-President for Intercultural Learning and Engagement  
Southern Nazarene University  
6729 NW 39<sup>th</sup> Expressway  
Bresee Suite 200  
Bethany, OK 73008  
405-491-6600/ Email: [lcrouso@mail.snu.edu](mailto:lcrouso@mail.snu.edu)

Anyone with questions or concerns regarding sex discrimination or the university's compliance with Title IX can contact the university's Title IX Coordinator:

**Executive Vice President**

Southern Nazarene University  
6729 NW Expressway  
Bresee Suite 202  
Bethany, OK 73008  
[405-491-6306](tel:405-491-6306)/ Email: [mredwine@snu.edu](mailto:mredwine@snu.edu)



## **TITLE IX DISCLOSURE**

Regardless of other language in this policy notwithstanding, Sexual Harassment (including Sexual Assault, Domestic Violence, Dating Violence, and Stalking), as defined in the Sexual Harassment Policy, will be governed exclusively by the Sexual Harassment Policy and processes provided in it. All other forms of sex-based discrimination are governed by this policy, including sex-based Harassment, as defined in this policy, that does not rise to the level of Sexual Harassment as defined in the Sexual Harassment Policy.

Conduct that is initially raised through a formal complaint under the Sexual Harassment Policy may also be addressed under this policy, in the institution's discretion, when: (i) the conduct, or some part of it, may amount to a violation of this policy regardless of whether it meets the definition of Sexual Harassment under the Sexual Harassment Policy; (ii) the formal complaint, or some part of it, has been dismissed under the Sexual Harassment Policy; or (iii) a final determination of a formal complaint has been made under the Sexual Harassment Policy and separate or additional action may be necessary to enforce this policy.

Discrimination is material, adverse treatment of an individual based on a protected category. Harassment consists of unwelcome conduct on the basis of a Protected Category that explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment.

A person's subjective belief that behavior is intimidating, hostile, or offensive does not make that behavior harassment. The behavior must create a hostile environment from both a subjective and objective perspective and must be so severe, persistent, or pervasive that it unreasonably interferes with, limits, or deprives a member of the community of the ability to participate in or to receive benefits, services, or opportunities from the university's education or employment programs and/or activities. In determining whether a hostile environment exists, the university examines the context, nature, scope, frequency, duration, and location of incidents, as well as the relationships of the persons involved.

- Non-sex-based VAWA crimes.

Note that, when addressing domestic violence, dating violence, and stalking that are not sex-based (i.e., that are not covered by the university's revised Sexual Harassment policy), the university will need to provide VAWA protections to the parties.

Under Title IX of the Education Amendments of 1972, Southern Nazarene University prohibits all unlawful discrimination on the basis of sex or gender in its educational programs and activities, except where the University has been granted exemptions from certain Title IX regulations on religious grounds, including the specific religious tenet of the University.

No individual will be subject to any form of retaliation, discipline, or other adverse action for reporting conduct in violation of the university's nondiscrimination/Equal Employment Opportunity Statement, assisting/cooperating in making a complaint, or assisting with the investigation of a complaint. Any individual who believes they have experienced or witnessed retaliation should immediately notify the appropriate member(s) of the administration as identified above. Those found to be engaging in any type of discrimination in violation of law or university policy will be subject to disciplinary action, up to and including dismissal or termination of employment.



\*Christian faith and employment at Southern Nazarene University: Southern Nazarene University is an expression of the Church of the Nazarene. It reserves the right to prefer employees on the basis of religion (Title VII, Section 702-703, U.S. Civil Rights Act of 1964).