



RUGBY CANADA JOB DESCRIPTION

Title: Head Coach, National Women's U18, U20 or U23
Assistant Coach, National Women's U18, U20 or U23

Type of Position: Volunteer, multiple positions available

Location: Various/remote work. Travel will be required.

Department: Performance Rugby

Reporting to: Head Coach National Senior Womens 15s & Managing Director, Performance Rugby

Rugby Canada (RC) is the national sport organization committed to the domestic development and international success of Rugby for Canada.

POSITION EXPECTATIONS

To lead our Age Grade programs at a National Level, Rugby Canada is looking for motivated individuals who will contribute to delivering life-long, inclusive rugby experiences that cultivate participation and inspire excellence from community to club to country. The Head Coach will be directly involved in the preparation and development of players who aspire to compete on the National Senior Women's Fifteens team.

ROLE OF HEAD COACH

The Head Coach, will be required to select (in conjunction with Rugby Canada Performance Staff) the Team in accordance with the policies and guidelines adopted by Rugby Canada. The person appointed to this role will be required to coach, manage players, plan programs, and manage high performance training sessions and standards.

The role will be viewed as being an integral and significant element of the high-performance player pathway.

The position will involve a commitment to aspects of high-performance player development and talent identification (TID) as well as consultation with the Head Coaches of our Senior National Teams.

ROLE OF ASSISTANT COACH

The Assistant Coach, will be required to work in collaboration with and in support of, the Head Coach and Performance Staff.

HEAD OFFICE

Victoria Office / Bureau de Victoria
3024 Rue Glen Lake Road
Langford, BC CANADA V9B 4B4
Tel / Tél: 250 418 8998
Fax / Téléc: 250 386 3810

Vancouver Office / Bureau de Vancouver
Suite 450 - 375 Water Street
Vancouver, BC CANADA V6B 5C6
Tel / Tel: 778-379-5770

rugby.ca
info@rugby.ca





The role will be viewed as being an integral and significant element of the high-performance player pathway in accordance with the policies and guidelines adopted by Rugby Canada. The person appointed to this role will be required to coach and assist in managing players, plan programs, and manage high performance training sessions and standards.

KEY RESPONSIBILITIES

The **Head Coach** will perform the following roles and/or delivering the following outcomes:

- Select the National Team (in conjunction with Rugby Canada and Performance staff)
- Coach the team in lead up to and during: camps, competitions, tours and international fixtures
- Provide leadership (in conjunction with Rugby Canada) and participate in talent identification and development programs for women's Rugby from U18 to Senior National Team
- Must adhere to all Safe Sport Policies and communicate all expected standards of behavior

1. **Select the National Team** (in conjunction with Rugby Canada)

- Identify all players in contention for selection, utilising selection networks and viewing opportunities (camps, competitions, tournaments) to ensure the most thorough possible identification and screening of players.
- Consult with Rugby Canada Performance staff, Provincial and Regional coaching staff, academy staff, and National Senior Womens staff regarding identified contenders as determined and advised by Rugby Canada periodically.
- Adhere to Rugby Canada TID and selection policies and processes that address the geography of Canada and the seasonal variations of Rugby in Canada.

2. **Coach the team** in lead up to and during: camps, competitions, tours and international fixtures

- Work cooperatively with the team's coaches, medical and management staff, in addition to the National Senior Women's Program staff.
- Provide leadership of the team and team management through effective interpersonal communication and the ability to address difficult problems and decisions appropriately.
- Help to establish and ensure adoption by the team and team management of a team vision, values, standards, and protocols that fit within the goals of Rugby Canada.
- Demonstrate personal credibility, honesty, high integrity, and show an ability to handle pressure and stress appropriately.
- Undertake and record player performance expectations with each player before the campaign.

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- Provide regular performance and development review feedback to each player with reference to match analysis information during the campaign.
- Provide technical and tactical coaching to individual players, mini-units, and the team as appropriate.
- Use and facilitate the use of technical specialist coaches where required.
- Develop well structured training sessions that provide team progressions in the areas of:
 - Set play
 - Attack
 - Defence
 - Open play
- Work closely with the team strength and conditioning coach to ensure that the players are provided with an appropriate fitness and training program to attain the required level of fitness and safety.
- Ensure that, following consultation and advice from the team's medical staff, each player's welfare, health, and safety is always given priority.
- Utilise available technologies to analyse, understand and develop individual and team performance, and conduct in-depth analysis of individual players, the team, and the opposition.
- Develop appropriate game plans, review and measure individual and team performance against these plans.
- Remain up to date with modern game development, including new laws and their impact on the game.
- Develop team protocols and standards with input from staff and players, and ensure these are maintained, and deal effectively and appropriately with any breach or conflict.
- Ensure that the team maintains an appropriate standard of discipline both on and off the field.

3. Provide leadership (in conjunction with Rugby Canada) and participate in talent identification and development programs for women's Fifteens rugby

- In conjunction with Rugby Canada staff, schedule, plan and promote player development opportunities for TID across Canada.
- Work co-operatively with Provincial Development Officers, Regional Academy staff and university coaching staff to plan and promote TID and player development opportunities.
- Contribute constructively to any review or policy work and administrative matters of the team program, or other high-performance matters, as requested by Rugby Canada.

Provide advice to coaches and/or selectors of the Senior National Team, other Rugby Canada programs and/or Provincial Sports Organisations on the ability, performance and fitness of players selected in your Team as requested.

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Develop relationships/networks with Rugby Canada and other coaches to contribute to the Rugby Canada High Performance Program and the creation of a pool of knowledge and best practices for the benefit of Canadian Rugby.

KEY COMPETENCIES

- Knowledge and/or experience of National/International sport that may have been gained from a coaching, playing or administrative background, or some other involvement within the game that has required the individual to understand the needs of athletes, coaches, performance environments, etc.
- Excellent organizational, planning and communication skills.
- Computer literacy especially with Microsoft products (Excel, Word, Teams, PowerPoint, Outlook).
- Knowledge/understanding of marketing, communications, and public relations.
- Ability to speak French will be considered as a significant asset to the position.

REQUIRED SKILLS AND QUALIFICATIONS

- An ability to work independently without supervision but in accordance with documented policy and procedure guidelines.
- A record of working as a team member, as well as a history of performing in situations that require self leadership and initiative.
- An ability to balance team / athletes needs and goals with those of the administration of Rugby Canada.
- A background that displays positive people management and people leadership skills and attributes.
- A background that displays excellent stakeholder relations and workplace co-operation.
- Canadian Safe Sport Training is an asset (will be a requirement to complete in the role)
- Ability to provide a Criminal Background Check and Vulnerable Sector Check
- Must be legally entitled to work in Canada
- Valid drivers' licence
- Valid Passport (for any international travel)

PERSONAL ATTRIBUTES & QUALIFICATIONS

- Advanced level coaching accreditation preferable accompanied by recent experiences at coaching at provincial level or higher.
- High-level performance analysis skills would be an asset
- Knowledge and experience at managing assistant coaches and working co-operatively with team managers, strength and conditioning coaches, team medical staff and performance analysis personnel.
- An understanding of current best practice and a history of performing best practice as it applies to rugby coaching.

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- A thorough knowledge of developments in High Performance Rugby around the world.
- Demonstrated evidence of an ability to understand, support and implement development plans.
- Minimum NCCP Competition Introduction Certified Status or equivalent
- Ability to work extended hours, evenings, and weekends

Interested candidates are invited to submit a resumé and cover letter to the attention of Kristy Martin Hale at: jobs@rugby.ca

Only those candidates selected for an interview will be contacted.

The deadline for applications to be received is 5:00pm PT on Thursday, June 30th.

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