



# RUGBY CANADA



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Rugby Canada is the national governing body of the sport of rugby union in Canada. It is responsible for providing support to all 10 provincial rugby unions in Canada through administrative oversight and the development and implementation of uniform policies national registration and insurance programs, professional development programs for coaches and officials, and national grassroots and community initiatives to promote the sport.

Rugby Canada is also responsible for Canada's men's and women's high performance rugby programs in both the 7s and the 15s formats. Its responsibilities include talent identification, player selection, training and management of Canada's national teams for international and Olympic competition, and the promotion and support of bids for international rugby competitions in Canada.

## OUR VALUES

### COURAGE

In Canada, we play with courage and we act courageously. On and off the field.

### UNITY

We are one country, one community and One Squad: men, women, 15s and 7s. Together we will build, and together we are strong.

### FUN

We cherish the joy we get from the game of rugby in Canada. And we protect it.

### RESPECT

We respect ourselves, each other and our game. We honour and celebrate the legacy of those who have come before us.

### INTEGRITY

We are defined by our actions, not our intentions. We hold ourselves and each other accountable.

## THE ETHOS OF ONE SQUAD

In Canada, we play rugby together, learn together, build together, win together, and fail together. We celebrate each other's successes and support each other through our defeats. Across this country, everyone has a role to play in achieving success for Team Canada.

## OUR AMBITION

Rugby Canada is recognized and respected worldwide as a top 12 rugby nation on and off the field.

## OUR PURPOSE

To inspire the nation on the global stage and to lead, govern and support the game of rugby across Canada.

## OUR ROLE

In service of inspiring, leading, governing and supporting the game across the country Rugby Canada will play two major roles:

1. Build high-performing national teams and provide training environments that achieve success.
2. Be an exceptional national governing body.



## QUICK FACTS & RESULTS

- **Historic Olympic Silver Medal** – At the Paris 2024 Olympic Games, Canada's Women's Rugby Sevens Team secured a historic silver medal, marking their best Olympic performance to date.
- **Historic Win Over New Zealand** – In 2024, Canada's Women's Rugby Team secured a landmark victory over New Zealand, reinforcing their status as a global rugby powerhouse.
- **Men's Olympic Participation** – Canada's Men's Rugby Sevens Team qualified for the Tokyo 2020 Olympics, finishing eighth overall in their inaugural Olympic appearance.
- **Women's World Cup Success** – The Canadian Women's Rugby Team has participated in every Women's Rugby World Cup since 1991, finishing as runners-up in 2014 and consistently placing among the top teams. In 2025 they will again compete for World Cup Glory as the No.2 ranked Women's 15s Team in the World.
- **Men's Sevens Bronze at Pan American Games** – At the 2023 Pan American Games, Canada's Men's Rugby Sevens Team secured a bronze medal, showcasing their competitive strength in the region.
- **Women's Sevens Commonwealth Performance** – The Canadian Women's Rugby Sevens Team finished fourth at the 2022 Commonwealth Games, demonstrating their strong presence in international competition.
- **Consistent World Cup Appearances** – The Canadian Men's Rugby Team has qualified for every Rugby World Cup from 1987 to 2019, showcasing their longstanding presence on the global stage.
- **Community Engagement and Development** – Rugby Canada continues to invest in grassroots development, recognizing the importance of growing the sport at the community level across the country.

# BOARD OF DIRECTORS OF RUGBY CANADA

## The Role: Board Director

The Board of Directors of Rugby Canada serves as the governing body responsible for overseeing and guiding the organization's activities and affairs. The board's key responsibilities include:

- **Strategic Planning & Budgeting** – identifying the strategic goals and priorities of Rugby Canada as well as the associated risks, and the strategy by which it proposes to achieve those goals and mitigate the risks.
- **Self-Governance** – Upholding best practices in board operations and decision-making.
- **Human Resources** – Providing oversight on leadership and staffing matters.
- **Performance Monitoring** – Evaluating organizational effectiveness and success.
- **Health & Safety** – Ensuring robust policies, procedures, and systems to protect all participants.
- **Effective Communication** – Maintaining transparency and engagement with stakeholders.
- **Legal & Compliance** – Upholding all regulatory and ethical standards.

## Board Structure & Expectations

Directors are elected for a three-year term and may be re-elected for a second term. The board meets in person three to four times annually in various locations across Canada. Additionally, three to four virtual meetings are typically held each year as needed.

Board members are expected to act as ambassadors for Rugby Canada, engaging with their local communities, potential donors, and commercial sponsors. They are also encouraged to support the national teams by attending events and promoting their activities.



## Skills & Experience

To strengthen Rugby Canada's ability and fulfill its mission, the Rugby Canada Nominations Committee is currently seeking Board nominees with one or more of the following skill sets. (Note that we will also consider candidates who are currently engaged in professional development or educational programs related to the following skills.):

- **Business & Strategic Leadership**

Proven C-suite experience with a demonstrated ability to assess the business implications of decisions and drive organizational performance improvement. Strong expertise in navigating complex business issues, processes, and outcomes within the sport and/or rugby landscape in Canada. Skilled in corporate strategy, applied entrepreneurialism, and value creation to enhance governance and long-term sustainability.

- **Legal & Governance Expertise**

Demonstrated understanding of board duties and responsibilities, with strong familiarity in governance principles and best practices. Skilled in contributing to board governance policies to establish and maintain effective governance frameworks. Experience in overseeing compliance, risk management, and fiduciary responsibilities to support organizational integrity and accountability. Legal expertise or advanced governance proficiency preferred.

- **Marketing & Brand Strategy**

Senior marketing professional with expertise in brand positioning, audience engagement, and strategic communications. Proven ability to develop and execute marketing strategies that enhance visibility, stakeholder engagement, and revenue growth. Experience in digital marketing, sponsorship development, and public relations to strengthen organizational impact. Strong understanding of market trends, data-driven decision-making, and community outreach to support mission-driven initiatives.

- **High-Performance Sport Leadership**

Extensive experience in elite-level sport, preferably rugby, in a senior leadership role such as High-Performance Director, Coach, General Manager, senior executive, or owner of a national, international, or professional sports organization. Deep expertise in high-performance sport, with direct involvement in strategy development and execution. Strong understanding of athlete development, competition structures, and the operational requirements of high-performance programs.

## Land Acknowledgement

Rugby Canada honours the traditional lands, waters, and homelands of all Indigenous peoples and communities across Turtle Island and respects both the traditional and continued custodians of the lands on which rugby is played and celebrated.

Rugby Canada acknowledges that its head office resides on the unceded territory of the Coast Salish Peoples, including the territories of the xʷməθkʷəy̍əm (Musqueam), Skwxwú7mesh (Squamish), Stó:lō and Səlílwətaʔ/Selilwitulh (Tseil-Waututh) Nations. The Langford office resides on the unceded territories of the Coast Salish, Á,LEÑENEŽ ŁTE (W̱SÁNEĆ), Te'mexw Treaty Association, and Lekwungen/Songhees peoples.

## Commitment of Diversity

Rugby Canada recognizes and values individual differences in identity, perspective, and lived experience. Rugby Canada encourages and supports participation in its organization from all segments of Canadian society and is committed to creating and sustaining an equitable, accessible, diverse, and inclusive environment, including on its board of directors and committees.



*For the 2022-2023 season, Artist Bradley Dick designed a Thunderbird for Pacific Pride warm-up shirts which were supplied by Macron. Proceeds from a jersey auction were donated growing the game in Indigenous communities across Canada.*

## Express Your Enthusiasm

Email a convincing cover letter and tailored resume (PDF or Word) to : [jobs@rugby.ca](mailto:jobs@rugby.ca)

