



TORONTO ARROWS R.F.C.

Introduction:

The Arrows are seeking a Head Coach for the 2024 season and beyond. The successful individual will be responsible for creating a competitive, sustained rugby program; building a strong, competitive *team culture* and cultivating an environment that aligns with the core values of the franchise.

The Head Coach will oversee and practically coach the collective team - with the support of assistant coaches. Effective coordination and communication across numerous stakeholders will be a key to success in the role and for the program. The role will require a balance of character, self-awareness and authenticity to ensure the 'right fit' within the general culture of rugby in Canada.

As the only Canadian Rugby franchise in Major League Rugby, the Arrows provide a significant representation of players to the Canadian national team. Therefore, a unique opportunity in the role is working in partnership with Rugby Canada and the National senior coach in supporting the development and providing experience for Canadian-qualified players to reach their potential and play for the National senior team.

Role Overview:

Reporting to and working alongside the General Manager, the Head Coach will:

- Support the General Manager in roster construction and year-on-year planning;
- Oversee a team of professional assistants and support staff;
- Plan and implement a pre-season, regular season, and postseason rugby program (in conjunction with other support staff) designed for sustained, year-on-year success;
- Provide clear instruction, direction, and feedback to both coaching staff and players to guide the highest levels of performance and personal development; and
- Strive to innovate and (where possible / practical) utilize tailored rugby strategy, tactics, and techniques, as well as technological support for performance analytics

Rugby Coaching Competence: (critical) - Accomplished and technically strong in on-field coaching with either one or both collective team attack and collective defense coaching competence. Advanced ability to develop game appreciation and match management.

Experience: (desirable) - Minimum 5 years of head coaching and leadership experience - preferably at Premiership; URC; U20 International; Currie Cup; NPC equivalent or higher.





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Accreditation: (desirable) - WR level 3 equivalent or higher.

Further details regarding the terms of the role will be shared with interested parties following an indication of interest in the role. Expressions of interest (including resume / CV) should be submitted by August 4, 2023, and can be provided to Arrows Vice President and General Manager, Tim Matthews at: tmatthews@torontoarrows.com

