

**TALENT IDENTIFICATION, COORDINATOR, NATIONAL MEN'S SEVENS
RUGBY DEPARTMENT
JOB DESCRIPTION**

Title: Talent Identification Coordinator, National Men's Sevens

Type of Position: Full Time

Location: Canadian Rugby Centre of Excellence – Langford, British Columbia, or other city to be approved

Application Closing Date: April 3rd

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

OBJECTIVE OF Talent Identification, Coordinator, NATIONAL MEN'S SEVENS

The Talent Identification Coordinator, National Men's Sevens has a primary role, under the guidance of National Senior Men's Sevens (NSM7s) Head Coach, to deliver High Performance 7s talent identification, coaching and player development across the 7s Performance Programs, with a primary focus on the Maple Leaf and Junior Maple Leaf Programs.

ROLE OF Talent Identification, Coordinator, NATIONAL MEN'S SEVENS

Hold specific responsibility for individual and squad coaching delivery (Maple Leaf/Junior Maple Leaf) as directed by the Head of Canadian Men's 7s.

- In alignment with the Senior program, work with the relevant Provincial coaches to identify and develop players with the potential to play for Canada.
- Assist in providing high performance coaching for identified players
- Responsible for implementing the agreed Canadian coaching philosophy and best practices across the provincial program
- Identify and recommend appropriate players for the Canadian 7s representative teams through a structured and agreed watching program
- Forge clear and positive relationships with National Age Grade Coaches, Provincial Leads, Provincial coaches, local club coaches in order to support individual and squad development plans (IPPs)
- Identify and recruit athletes with relevant potential from other sports
- Co-ordinate all relevant data and analysis for all individuals and squads
- In conjunction with all relevant Canadian Men's 7s staff establish and agree world-class performance standards and monitor achievement against these standards

CORE RESPONSIBILITIES AND PRIORITIES

The Talent Identification Coordinator, National Men's Sevens will be responsible for performing the following roles and/or delivering the following outcomes for the NSM7s program:

- Talent Identification, assessment and development of men's players across Canada

- Coordinate with provincial leads and coaches on players and regional assessment
- Maintain a thorough and completed database with all required player information to use to track and plan for athlete development
- Coordinate discussions with regional staff and NSM7s staff to ensure targeted athletes are developing with appropriate physical preparation

Key Activities

1. Talent Identification
 - Travel and review video as required to ensure the athletes in rugby are assessed
 - Coordinate with provincial leads and staff on their targeted athletes
 - Ensure that all Rugby Canada Athlete data entry pertaining to squad members is updated frequently by the relevant coaching and medical staff
 - Manage and update depth charts, and player minutes and development based on team selection
 - Review targeted athletes training and playing YTP
2. Communication and Database
 - Work with all Provincial Union coaches and High Performance leads to ensure all athletes are accounted for, assessed and in regional programming and communicate lists to relevant parties
 - Identify, train and support volunteers who will support as TID in the regions
 - Act as liaison between the NSM7s and the provincial unions on player development
 - Organize and lead meetings in order to maintain communication and with NSM7s and provincial staff
 - Act as an ambassador for Rugby Canada to engage full support from National Team Staff and athletes in relation to any community in-reach / outreach / and sponsor / partner events;
 - Submit continuing progress player reports to the Head Coach and High Performance on an agreed upon basis;

LEVEL OF AUTHORITY

A. Structure

Reports to: Head Coach, National Men's Sevens Program

Number of Direct Reports: N/A

Works closely with internal support staff including: Athletes, Head Coach (s) of the Senior Men's 7s, Assistant Coaches, Competition Coaches, National Team Manager, Director,

Works closely with external partners including: Provincial Unions / Canadian Sports Centers / Academies / other National Rugby Unions;

DESIRED QUALIFICATIONS / SKILLS

Personal Attributes / Values

The Coordinator, Talent Identification National Men's Sevens will be a person who has:

- 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;
- A background that displays people management and people leadership skills and attributes;
- A background that displays excellent stakeholder relations and workplace co-operation;

Key Competencies

The Coordinator, Talent Identification National Men's Sevens will demonstrate a high level of Knowledge, Skills and Abilities in the following areas:

- Knowledge and/or experience of National / International sport that may have been gained from a 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.;
- NCCP Level 3 certification (or equivalent) desirable
- Experience and knowledge of Seven's Rugby
- Computer literacy especially with internet, player tracking systems, spreadsheets, word processing and power point presentations;
- Knowledge and understanding of marketing, communications and public relations;
- Ability to speak French will be considered as a significant asset to the position.

Education and Experience

The Coordinator, Talent Identification National Men's has developed a foundation for this position through:

- Working at club, Provincial and possibly National level in coaching and/or development roles

APPLICATION PROCESS

All requests are to be made to the contact below.

Interested applicants should submit their resume and cover letter, in confidence, (in one PDF document) to:

Meaghan Howat
Director, Rugby Sevens Operations
Mhowat@rugby.ca

Applicants must submit their cover letter and resume by April 3rd.

SUBJECT: Talent Identification Coordinator, National Men's Sevens The selection review process will commence immediately after this date. No phone calls please.