



**HEAD COACH, NATIONAL WOMEN'S U18 TEAM
RUGBY DEPARTMENT
JOB DESCRIPTION**

Title: Head Coach, National Women's U18 Team

Type of Position: Part-Time, Voluntary

Location: Various

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

OBJECTIVE OF HEAD COACH, NATIONAL WOMEN'S U18 TEAM

The Head Coach, National Women's U18 Team has a responsibility to lead the U18 program and to help develop players to compete for positions on the National Senior Women's Fifteens (NSW15s) team.

ROLE OF HEAD COACH, NATIONAL WOMEN'S U20 TEAM

The Head Coach, National Women's U18 Team will be required to select (in conjunction with Rugby Canada) the U18 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.

The role will be viewed as being an integral and significant element of the high performance player pathway process as outlined in Rugby Canada's *Long Term Rugby Development* framework.

The position will involve a commitment to aspects of high performance player development and talent identification (TID) as well as consultation with the Head Coach, NSW15s and U20 Head Coach.

CORE RESPONSIBILITIES AND PRIORITIES

The Head Coach, National Women's U18 will perform the following roles and/or delivering the following outcomes.

- Select the National Women's U18 Team (in conjunction with Rugby Canada and NSW15s program)
- Coach the team for camps, international fixtures, tours and competitions
- Provide leadership (in conjunction with Rugby Canada) and participate in talent identification and development programs for women's Fifteens Rugby from U18 to NSW15s

The U18 calendar for 2018 includes a National Fall Camp that may include NA4 format with USA U18. The U18 Head Coach will work with the NSW15s Head Coach and the Director, Rugby Sevens Operations to plan the year to include talent identification at the CRC U18s, regional camps and final camps in the fall. The 2019 will include fixtures with other nations and 2018 will be a part of the building for this.



Key Activities:

1. Select the National Women's U18 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 coaching staff, Provincial and Regional coaching staff, academy staff, and NSW15s 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 for camps, international fixtures, tours and competitions.
 - Work cooperatively with the team's coaching staff, Manager, National Women's Program and the High Performance Manager.
 - 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.
 - 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 a whole 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.
 - Ensure that, following consultation and advice from the team's medical staff, each player's welfare, health and safety is given priority at all times.
 - 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 relating to the National Women's U20 Team selection, the team program or other high performance matters, as requested by Rugby Canada.
 - Provide advice to coaches and/or selectors of the NSW15s Team, other Rugby Canada national teams and/or Provincial Sports Organisations on the ability, performance and fitness of players selected in your Team as requested.
 - 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 practice for the benefit of Canadian Rugby.

LEVEL OF AUTHORITY

Structure

Reports to: Head Coach, National Senior Women's Program and Manager, National Senior Women's Program

Number of Direct Reports: TBC

Works closely with internal support staff including: Athletes, Assistant Coaches of the U20 Team, Competition Coaches, Rugby Canada Centre of Excellence staff, Marketing / Communication and Sponsorship related staff;

Works closely with external partners including: Provincial Unions / World Rugby / Own the Podium / Sport Canada / Media / Sponsors / other National Rugby Unions;

DESIRED QUALIFICATIONS / SKILLS

Personal Attributes / Values



The Head Coach, National Women's U18 Team 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;
- An ability to balance team / athletes needs and goals with those of the administration of Rugby Canada;
- 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 Head Coach, National Women's U18 Team will demonstrate a high level of knowledge, skill and abilities in the following areas:

- 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 and planning skills;
- Computer literacy especially with internet, 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 Head Coach, National Women's U18 has developed a foundation for this position through:

- Advanced level coaching accreditation accompanied by recent experiences as a high performance coach.
- High-level performance analysis skills.
- Evidence of recently upgraded accreditation, recent attendance at coaching workshops or evidence of other forms of self education that displays currency as a coach and as someone who continues to seek further development as a coach.
- 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.
- A thorough knowledge of developments in High Performance Rugby around the world.
- Demonstrated evidence of an ability to understand, support and implement development plans.

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

SUBJECT: Head Coach, National Women's U18 The selection review process will commence immediately after this date. No phone calls please.