



**National U20 Women's Fifteens, Assistant Coach
High Performance Rugby
JOB DESCRIPTION**

Title: National U20 Women's Fifteens (U20W), Assistant Coaches

Type of Position: Volunteer

Number of Positions Available: Multiple

Location: Competition to take place in Nova Scotia August 2018.

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

OBJECTIVE OF U20W, ASSISTANT COACH

To assist the U20W Head Coach to:

- Select, in accordance with Rugby Canada selection guidelines, the Canada U20W Team
- Coach the team, on and off the field, to a standard of excellence, demonstrating depth in fifteens in Canada, enhancing the reputation of Rugby Canada and the standard of the U20W in collaboration with Head Coach and assistant coaches
- Support ***talent identification and development*** within Canada as directed by the U20W Head Coach, NSW15s Head Coach and in collaboration with the provincial unions
- NCCP Level 3 Coaching certification preferable

ROLE OF THE U20W ASSISTANT COACH

	Accountability Statements
	To assist the U20W Head Coach to:
<i>Leadership</i>	<ul style="list-style-type: none">▪ Establish a team vision and team values, standards and protocols that fit within the goals of Rugby Canada.▪ Ensure that there is a shared understanding and adoption of the team vision, values, standards and protocols by all Team and Team Management members.▪ Model the Rugby Canada team values, standards and protocols

	<p>at all times.</p> <ul style="list-style-type: none"> ▪ Provide leadership of the team and team management through effective interpersonal communication and the ability to address difficult problems and decisions appropriately. ▪ Build and maintain strong working relationships with the Team and Team Management, both individually and as a group, using a range of communication styles and media tailored to the individual and the message. ▪ Demonstrate personal credibility, honesty, high integrity, and show an ability to handle pressure and stress appropriately.
<p><i>Squad Selection, Team Selection & Preparation</i></p>	<ul style="list-style-type: none"> ▪ Identify all players in contention for selection for the U20W Team and advise Rugby Canada of such players by the date required. ▪ Monitor and assess the performance of all players in contention for selection, including consultation with Provincial Union Coaches, Regional Academy Coaches and Rugby Canada Coaches, and provide such player assessment information to Rugby Canada as requested from time to time. ▪ Select a squad of players for the Rugby Canada Team in accordance with the selection policies, protocols and process as determined and advised by Rugby Canada. ▪ In selecting your team ensure that, within reasonable discretion with regard to squad balance and subject to discussions with the Rugby Canada Coaches, the best performing available players are selected in the U20W Team each year. ▪ Maintain discretion and confidentiality regarding Squad and Team selection consideration, including discussions with players about their performance and not making any promises or guarantees of selection to any player. ▪ Communicate with players identified as being in contention for selection but not selected regarding their non-selection in accordance with the Rugby Canada's selection process protocols as advised to you by the Rugby Canada.
<p><i>Team Method</i></p>	<ul style="list-style-type: none"> ▪ Prior to programme commencement, provide the Rugby Canada National National Team Manager with a clear statement of: <ul style="list-style-type: none"> - coaching philosophy - vision and goals for team - ideal team profile and game plan <p>and update this following selection of final squad to include patterns of play and individual player strength and weakness</p>

	<p>analysis.</p> <ul style="list-style-type: none"> ▪ Ensure that, following consultation and advice from Rugby Canada's Medical Department, each player's welfare, health and safety is given priority at all times. ▪ Fully utilise all available technologies to analyse, understand and develop individual and team performance ▪ 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.
<i>Effective Team Training</i>	<ul style="list-style-type: none"> ▪ 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: <ul style="list-style-type: none"> ○ Set play ○ Attack ○ Defence ○ Open play
<i>Discipline</i>	<ul style="list-style-type: none"> ▪ Assist in the development of clear and appropriate team protocols and standards in conjunction with team management and players. ▪ Ensure that the established team protocols and standards are met and 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.
<i>Player Development and Appraisal</i>	<ul style="list-style-type: none"> ▪ Support player development year-round, at camps, at regional sessions, and on tour ▪ Undertake and record player performance expectations with each player before the campaign ▪ Complete and record player performance reviews with each the player at the end of the campaign, and provide to Rugby Canada a copy of each completed performance review document within 4 weeks of the end of the team's campaign in collaboration with Head Coaches report. ▪ Provide accurate assessment of players' ability, performance, potential and areas for development to the player and Rugby

	<p>Canada.</p> <ul style="list-style-type: none"> ▪ Encourage the development of player's leadership and self reliance qualities
<i>Rugby Canada Provincial Union Relationships</i>	<ul style="list-style-type: none"> ▪ Work closely with the Rugby Canada to develop individual players for the betterment of Canadian Rugby. ▪ Contribute constructively to any review or policy work and administrative matters relating to the U20W Team selection protocols and process, the Team program of assembly or other high performance matters, as requested by Rugby Canada from time to time. ▪ Contribute meaningfully to the implementation of Rugby Canada's High Performance strategies for the overall benefit of Canadian Rugby. ▪ Provide advice to coaches and/or selectors of other Canada national teams, Provincial Unions and/or Rugby Canada on the ability, performance and fitness of players selected in your Team as requested. ▪ Build relationships with Provincial Union Coaches, and share best practice coaching and team management experiences as appropriate. ▪ Support Talent identification in the region and collaborate with Provincial HPM and Provincial Head Coaches
<i>Media</i>	<ul style="list-style-type: none"> ▪ Be available and responsive to media requirements and requests to comment on Team matters as agreed and where appropriate. ▪ Act in a positive, professional manner with all media, including social media, requirements.
<i>Referees</i>	<ul style="list-style-type: none"> ▪ Keep abreast of all game law changes and competition rules. ▪ Ensure that players have an understanding and respect for the laws of the game. Facilitate the appropriate application of these laws through effective and regular communication with players, referees and match officials. ▪ Maintain sound, professional working relationships with referees and touch judges. ▪ Provide constructive feedback and views for referee match performance assessments as required, and otherwise ensure that

	<p>appropriate established channels are utilised to provide feedback on referee performance.</p>
<p><i>Commercial/ Sponsors and Administration</i></p>	<ul style="list-style-type: none"> ▪ Develop and foster positive and accessible relationships with sponsors. ▪ Attend such meetings, seminars and/or briefing sessions as may be arranged at which your attendance is required from time to time. ▪ Complete and submit a post campaign report to the Rugby Canada within 4 weeks of the end of your program, covering all key aspects of the season, including; <ul style="list-style-type: none"> ○ Monitoring of progress against team program plan; ○ appraisal of the selection process, Team Management, individual player appraisal; ○ identified strengths and weaknesses of the season campaign; with recommendations for the future.

LEVEL OF AUTHORITY

Reports to: U20W Women's Head Coach

Works closely internally with: Manager, National Women's Program, National High Performance Staff, Coach Development Manager

Works closely externally with: Regional Academy Managers, Provincial Union Technical Staff, High School Coaches

Interested applicants should submit their resume and cover letter, in confidence, (in one PDF document, before June 15th) to:

Meaghan Howat

Director, Rugby Sevens Operations Mhowat@rugby.ca

SUBJECT: Assistant Coach, National Women's U20 The selection review process will commence immediately after this date. No phone calls please.