

Sr. Women's East Blues Head Coach/Provincial Team Co-Coach



Job Description

Job Title:	East Region Head Coach	Team:	High Performance Rugby: Sr. Women's Team
Reports to:	High Performance Manager	Location:	Home-based
Work Pattern:	Volunteer, flexible working hours, irregular, mostly evenings and weekends; Fixed 2-year term until October 2021 East Region Based out of Whitby, Kingston, Ottawa	Date JD Posted:	Dec. 15, 2018

Job Purpose:

- To lead in the identification and development of the most talented players within the East region of Ontario
- To lead in the selection and development of a Sr. Women's East Team accordance with the guidelines set out by Rugby Ontario and Rugby Canada
- To work with the Sr. Women's East Head Coach in the selection and preparation of the Ontario Blues Sr. women's Team to Compete in Eastern Canadian National Championships.
- To promote Rugby Ontario players for National selection through on-field performance

Key Accountabilities:

Area of Work:

Lead the identification and selection process of players for the season in conjunction with the Sr. Women's East Head coach/management team and in accordance with Rugby Ontario selection policies.

Take overall responsibility for selection of the Sr. Women's East Team

Identify and monitor players in the domestic club and post-secondary programs through consultation with Sr. Women's East head coach, Rugby Ontario coaches, and Rugby Canada High Performance coaches to allow accurate player suitability decisions to be made.

Support Sr. Women's manager regarding communication of player selection and de-selection in accordance with guidelines set out by Rugby Ontario

Attend other relevant provincial activities to aid in player ID as directed by the High-Performance Manager

In Conjunction with Rugby Ontario High Performance Manager develop and execute Winter High Performance Program (January to May)

Individual player identification and team selection

Work with the Sr. Women's East Head Coach in the planning and delivery of the coaching content and development of coaching themes for the Sr. Women's program


Work with the Sr. Women's East Head Coach to ensure coaching delivery is thematic throughout the Sr. Women's program in accordance with core themes set out by Rugby Ontario

Ensure that coaching is delivered in a player-centred fashion

Player and team development

<p>Ensure coaching sessions are organized to include technical, tactical and mental aspects</p> <p>Ensure coaching sessions facilitate individual player, sub-unit, and team development</p> <p>Where appropriate, use specialist coaches to aid player and sub-unit development</p> <p>In conjunction with Rugby Ontario Head Strength and Conditioning coach, work to integrate strength and conditioning program into season plan.</p> <p>In conjunction with the Sr. Women’s West Head Coach, develop and implement team game shape and ways of play for the team.</p> <p>Take overall responsibility for the implementation of the game shape and ways of play for the team</p> <p>Develop a coaching environment that is conducive to developing performance behaviours and encourages player interaction and ownership within the program</p> <p>In conjunction with Sr. Women’s East assistant coach, ensure all selected players receive performance feedback (both written and verbal) periodically throughout the program</p> <p>Utilize available analysis to aid in the development of individuals and teams</p>	
<p>Develop a periodized season plan to include club and post-secondary commitments, Rugby Ontario Sr. Women’s activity (rugby and S&C) and National activity for Sr. women’s programs</p> <p>Lead the planning of individual sessions</p> <p>Both Co-coaches to take overall responsibility for the game planning and organization for the Sr. Women’s Team</p> <p>Ensure that all Sr. Women’s East coaches are fully aware of their roles and responsibilities within the program and are supported in executing these roles and responsibilities</p> <p>In conjunction with Sr. women’s manager, ensure that squad selections for the program are communicated to the High-Performance Manager and appropriate Rugby Ontario High Performance Coordinator.</p> <p>Support Sr. women’s manager with all relevant off-field matters</p> <p>Liaise with medical staff with regard to individual players, considering player welfare at all times</p>	<p>Planning and Organising</p>
<p>With your fellow co-coach ensure all players selected for the Eastern Canadian National squad have individual performance plan</p> <p>With your fellow co-coach, ensure any de-selected player from invite sessions have performance feedback to include reasons for de-selection</p> <p>With your fellow co-coach, ensure all individual performance plans are reviewed with the players during Eastern Canadian National Championships</p> <p>With your fellow co-coach, ensure development and execution of video/performance review for athletes/team through use of provided HUDL program and resources.</p> <p>With your fellow co-coach, ensure that all individual performance plans are completed within 2 weeks of the end of the Eastern Canadian National Championships.</p> <p>With your fellow co-coach, ensure all coaches use individual performance plans appropriately throughout the season and complete plans within 2 weeks of the end of the</p>	<p>Monitoring and reporting</p>

<p>Eastern Canadian National Championships.</p> <p>With your fellow co-coach, ensure completed individual performance plans are sent to players within given timelines and copies are compiled and sent to High Performance Manager</p> <p>Attend talent ID meetings post-program for Junior program and any other provincial team applicable to role</p> <p>Complete individual performance reviews for all Sr. Women's East Blues coaching and management staff post-program</p> <p>Complete and submit season review report to High Performance Manager within 4 weeks of the end of the Eastern Nationals to include all critical areas of performance</p> <p>In conjunction with Rugby Ontario High Performance Manager develop and manage Rugby Ontario depth chart of Sr. Athletes.</p>	
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Sr. Women's East Blues Head Coach Job Description		
Key Dimensions:		
Number and Level of staff:	Assistant volunteer coaches, volunteer team manager, a number of volunteer medical staff	
Financial Responsibility:	No financial responsibility	
Physical Resource Responsibility:	All training and match kit and relevant IT equipment	
Working Environment:	Various but primarily pitch-side and meeting-based work	
Physical aspects of role:	Travelling, movement of equipment	
Impact on public image, business success & viability	<p>Involvement in identifying players will have a public interface and image</p> <p>Some commercial activities as directed by Rugby Ontario may be required from time to time</p> <p>Some media access, therefore some impact on image</p> <p>Influence in leading a provincial program and developing players will have a public/media image</p>	
Key Internal and External Contacts:		
<ul style="list-style-type: none"> • Rugby Ontario High Performance Manager • Rugby Ontario High Performance Coordinator • Rugby Ontario Management & IST Teams • Rugby Canada High Performance Staff 		

- Club and Post-Secondary coaches and contacts


Authorities and Limitations:

Responsibility for building and sustaining a performance development program and provincial team

Input into selection for tournaments and Individual matches

Involved in the planning, preparation and rolling out of a programme of training/coaching for the squad throughout the season

Formally review the performance of individual players and create the appropriate environment for individual improvement based upon regular reviews

Sr. Women's East Blues Head Coach Personal Specifications		
Factor	Essential	Desirable
Qualifications and Attainments:	NCCP Level 2 Certified IRB/ World Rugby 'Rugby Ready' Certified	
Knowledge and Experience:	Experience of working with senior and/or representative rugby teams Track record of identifying players that have high performance and high potential attributes Successful track record developing players Knowledge and understanding of Rugby Union and the development of team and individual performance Track record of success in previous coaching roles Experience with being involved in a successful performance team Confident in presenting to all levels of audience Track record of developing relationships and working effectively with volunteers and partners Experience of managing people and collating information IT skills & experience, including the use of	Knowledge of Long Term Player Development principles Understanding and knowledge of Rugby Ontario programs and policies Experience of coaching at a High Performance Level (Senior Provincial, National Age Grade, etc.)

	<p>video analysis systems e.g Focus X2, Sportscode, HUDL</p> <p>Proficient Microsoft Office Skills – Word, Excel, etc.</p>	
Competencies:	<p>Leading Others</p> <p>Effective Communication</p> <p>Personal Accountability</p> <p>Facilitating Change</p> <p>Flexibility</p> <p>Team Working</p> <p>Planning and Organising</p>	
Additional Requirements:	<p>Willing and able to undertake flexible working hours</p> <p>Valid driving license</p> <p>Satisfactory VSS Check</p> <p>Must be eligible to work in Canada</p>	