

## **Waterloo County Rugby Men's Head Coach**

Waterloo County Rugby Club has been in existence since 1960 and serves the whole Waterloo Region. In addition to the 4 Senior Men XV's and 12 Minor/Junior teams, we have an active Women's program fielding 2 teams in the Ontario Women's League (OWL) of which we were Champions in 2015. The Senior Men have just been promoted to the Marshall Premiership.

Our existing Men's Head Coach is stepping back from Coaching which has created a fantastic opportunity for an exceptional coach to step in and build on the foundations laid and take forward Waterloo County Men's rugby to the next level.

Waterloo Rugby Club is committed to driving rugby success through wide participation and high-performance rugby programmes and initiatives. A key element of this commitment is sourcing and developing the best coaching resources to deliver the Waterloo County Rugby strategy. Internal coach education and development is high on our list of priorities and we now seek an ambitious individual who shares our goals to take the lead Coaching role of our Men's Rugby programme commencing pre-season 2019.

### **Role Summary**

The Senior Men's Heads Coach is accountable for leading the performance of the 1st XV team – which includes, but is not limited to; new talent identification, existing individual player development, game plan development and game-plan execution within a positive, achievement focused team environment. To be successful within this role, it will require leadership of coaching resources and collaborative engagement with the Director of Men's Rugby, Team Captains, and other club staff and volunteers.

This role will also be involved in coaching the technical and tactical development of players within the 2nd XV from which the 1st XV draws, and, a contribution to the Waterloo Rugby Academy (U19 and U17 - the club's future 1st XV players), and the ongoing up-skilling of the club's rugby coaches in conjunction with the other Coaches in the Club.

You will be expected to build and lead a team of coaches responsible for coaching the senior Men's teams, both on and off the field, to a standard that enhances the reputation of the club and creates a culture of enjoyment and personal growth.

You will be responsible for the athletic development of the players through the organization of team practices (twice weekly – Tuesdays and Thursdays), ensuring that athletes train and perform to a high standard of health and safety, maintaining a positive line of communication with the board to ensure support when needed, and providing support and guidance to the team chosen on game days (once weekly - Saturdays.) The head coach of the senior Waterloo County Men's team should expect to work in different environments, from gyms to playing fields and sometimes in adverse weather conditions, for the duration of the Men's rugby season which is from April until October.

This is an outstanding opportunity to play a key role in the future of one of the largest Rugby clubs in the region, working alongside a focussed and ambitious Executive Board always looking to contribute to the clubs ongoing success.

## **The Ideal Candidate**

To be successful in this role, you will be a suitably qualified and successful rugby union coach with a proven track record at L2 or higher. An appreciation of the importance of all technical and tactical components of rugby, thorough analysis, planning and organisational skills, and the ability to articulate and deliver a vision and game plan for the team are essential. You will show how you have developed people (coaches and players) within teams that promotes high standards of performance, enjoyment participation and safety.

You will possess outstanding communication skills (verbal and written) and proven ability to build strong, mutually-beneficial relationships with players, team volunteers and other key stakeholders from the Executive and club at large.

You are a person that possesses a positive and enthusiastic attitude, you are an exceptional team player, and you have a very healthy sense of humour!

You will have the ability to educate and inspire, and will also demonstrate the ability to work on your own and as part of an integrated performance focused team. A high level of Rugby literacy and experience in understanding the demands of both the modern club player at this level and the club's own demands and limitations (financial and operational) at this level is essential.

This position is a voluntary position, although some assistance with operational expenses may be possible for the exceptional candidate.

For more information and to apply:

Anyone who is interested in this position or has further questions is encouraged to e-mail Graham Stickler, President, at [g\\_stickler@hotmail.com](mailto:g_stickler@hotmail.com) no later than January 30<sup>th</sup> 2019.

Thank you.