

## U19 Blues Head Coach



### Job Description

<b>Job Title:</b>	U19 Blues Head Coach	<b>Team:</b>	High Performance Rugby: U19 Ontario Blues
<b>Reports to:</b>	High Performance Manager	<b>Location:</b>	Home-based
<b>Work Pattern:</b>	Volunteer, flexible working hours, irregular, mostly evenings and weekends; Fixed 2-year term until October 2021	<b>Date JD Posted:</b>	Dec. 15, 2018

#### Job Purpose:

- To lead in the identification and development of the most talented players within the U19 game in Ontario
- To lead in the selection and development of a U19 Canadian Rugby Championship (CRC) Ontario Blues squad in accordance with the guidelines set out by Rugby Ontario
- To promote Rugby Ontario players for National selection through on-field performance
- Work with Toronto Arrows Academy Director to maintain and develop player pathway from amateur to professional academy

#### Key Accountabilities:

#### Area of Work:

Lead the identification and selection process of players for the season in conjunction with the U19 coaching and management team and in accordance with Rugby Ontario selection policies

In conjunction with the High-Performance Manager and develop selection criteria to be used in the selection of the U19 Ontario Blues program

Take overall responsibility for selection of the U19 Blues extended squad and playing CRC squad

Identify and monitor players in the domestic club and post-secondary programs through consultation with U19 Blues program coaches, Rugby Ontario coaches, Toronto Arrows Academy Director and Rugby Canada High Performance coaches to allow accurate player suitability decisions to be made by Rugby Ontario Senior Management Teams

Support U19 Blues manager regarding communication of player selection and de-selection in accordance with guidelines set out by Rugby Ontario

Support the Senior Blues head coach in the identification of U19 players with the capacity to play for the Senior Blues

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

Individual player identification and team selection


Lead in the planning and delivery of the coaching content and development of coaching themes for the U19 Ontario Blues program

Player and team development

Ensure coaching delivery is thematic throughout the U19 Blues program in accordance

<p>with core themes set out by Rugby Ontario</p> <p>Ensure that coaching is delivered in a player-centred fashion</p> <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 U19 coaching team, develop and implement team game shape and ways of play for the U19 Blues CRC team</p> <p>Take overall responsibility for the implementation of the game shape and ways of play for the CRC U19 Blues 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 U19 Blues 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, U19 Ontario Blues activity (rugby and S&amp;C) and National activity for U19 Blues programs</p> <p>Lead the planning of individual sessions</p> <p>Take overall responsibility for the game planning and organization for the U19 Blues</p> <p>Ensure that Senior coaching team are communicated with prior to each session and provide session plans prior to each session</p> <p>Ensure that all U19 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 U19 Blues manager, ensure that squad selections for the program are communicated to the High-Performance Manager and appropriate Rugby Ontario Staff</p> <p>Support U19 Blues 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>Ensure all players selected for the U19 CRC squad have individual performance plan</p> <p>Ensure any de-selected player from invite sessions have performance feedback to include reasons for de-selection</p> <p>Ensure all individual performance plans are reviewed with the players during the U19 CRC program</p> <p>Ensure development and execution of video/performance review for athletes/team through use of provided HUDL program and resources.</p> <p>Ensure that all individual performance plans are completed within 2 weeks of the end of the U19 CRC</p> <p>Ensure all Senior coaches use individual performance plans appropriately throughout the</p>	<p>Monitoring and reporting</p>

<p>season and complete plans within 2 weeks of the end of the U19 CRC programs</p> <p>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 U19 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 U19 CRC to include all critical areas of performance</p> <p>In conjunction with Rugby Ontario High Performance Manager and Toronto Arrows Academy Director develop and manage Rugby Ontario depth chart of Sr. Athletes</p>	
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<b>U19 Ontario Blues Head Coach</b> <b>Job Description</b>		
<b>Key Dimensions:</b>		
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>	
<b>Key Internal and External Contacts:</b>		
<ul style="list-style-type: none"> <li>• Rugby Ontario High Performance Manager</li> <li>• Rugby Ontario High Performance Coordinator</li> <li>• Rugby Ontario Senior Blues coaching staff</li> <li>• Rugby Ontario U19 Blues coaching staff</li> </ul>		

- Rugby Ontario Management & IST Teams
- Rugby Canada High Performance Staff
- Toronto Arrows Academy Director
- 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

<b>U19 Ontario Blues Assistant Coach Personal Specifications</b>		
<b>Factor</b>	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications and Attainments:</b>	NCCP Level 2 Certified IRB/ World Rugby 'Rugby Ready' Certified	
<b>Knowledge and Experience:</b>	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	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>and partners</p> <p>Experience of managing people and collating information</p> <p>IT skills &amp; experience, including the use of video analysis systems e.g Focus X2, Sportscode</p> <p>Proficient Microsoft Office Skills – Word, Excel, etc.</p>	
<b>Competencies:</b>	<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>	
<b>Additional Requirements:</b>	<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>	