



## RUGBY ONTARIO JOB DESCRIPTION

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**Position Title:** Provincial Head Coach

**Program:** Ontario Blues Age Grade Programs (various positions / programs available)

**Position Term:** 2-year term

**Position Type:** Volunteer (part-time/ seasonal)

**Reports To:** High Performance Technical Manager; Coordinator, Provincial & High Performance Programs

### **Background:**

Rugby Ontario is the Provincial Sport Organization (PSO) for rugby in Ontario. The story of rugby in Ontario is one of evolution. We are not the same organization we were a decade ago. We are not even the same organization we were two years ago. To help shape this constant evolution, we set out to reflect upon, and better understand, the challenges and needs of our membership. Our mission is to lead, support, and promote Rugby for All from our communities to clubs to province. Working with our member clubs and branches we are looking to make rugby one of the most appealing, accessible and inclusive sporting activities available today.

Rugby Ontario is actively searching for talented and ambitious individuals who are passionate about rugby coaching, performance sport and athlete development, want to apply their knowledge and experience, and support a vision of Rugby for All.

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### **Position Summary:**

Rugby Ontario is inviting applications for various **Provincial Head Coach** positions for Ontario Blues age grade programs.

The Provincial Head Coach will be responsible for coaching the team on and off the field to a standard of excellence that will compete at regional and provincial/national levels. This will involve leading the Ontario Blues' program players and coaches to maximize their performance in all aspects of the game. In alignment with the Rugby Ontario High Performance staff, the Head Coach will support the development and delivery of the high performance environment and provide a best practice for athletes to develop, perform with excellence and reach their fullest potential. Working in partnership with Rugby Canada age grade coaching staff, the Provincial Head Coach will also help to identify potential athletes for national age grade programs.

### **Primary Duties and Responsibilities:**

The Provincial Head Coach shall undertake such duties as directed by the Rugby Ontario High Performance staff, or any other employee as designated by the Chief Executive Officer, including but not limited to:

- Lead the established team vision and team values, standards and protocols that fit within and are aligned with the goals of the Rugby Ontario High Performance Program.
- Lead the provincial program to a standard of excellence that always strives to improve and enhance the experience of the athletes.



- Build and maintain strong and supportive relationships with the athletes, Rugby Ontario Staff, coaches in other programs both individually and as a group, using a range of communication styles tailored to the individual and the message.
- Demonstrate personal credibility, honesty, high integrity, and show an ability to handle pressure and stress appropriately.
- Assume the responsibility and accountability for the performance and behaviour of the athletes and other team personnel on and off the field.
- Have an awareness of and comply with all relevant statutory, competition, organization and cultural standards, policies, and regulations.
- Support the technical planning and implementation of the program's activities, including training session design; talent identification and selection processes; and, pre / during / post competition management.
- Identify and monitor players through high school, club and other representative rugby programs.
- Ensure that coaching is delivered in a player centric environment that prioritizes the health, safety and well-being of all participants.
- Ensure coaching sessions facilitate individual player, sub-unit and team development aligned to the priorities as defined by the High Performance Plan.
- Develop a coaching environment that is conducive to developing performance behaviours and encourages player interaction and ownership within the program.
- Ensure all staff are fully aware of their roles and responsibilities within the program and are supported in executing these roles and responsibilities.
- Where assigned, support the appointed Team Manager with all relevant off-field matters.
- Create and utilize individual performance plans for each athlete at the start and conclusion of programming.
- Ensure any de-selected player has performance feedback to include reasons for de-selection.
- Be on time and attend all training sessions, camps and competitions
- Any other duties as required

### **Desired Experience and Qualifications:**

- NCCP Level 2 Certified, NCCP Level 3 Certified is desirable.
- Completion of the Blue Card eLearning module and Safe Sport Training, as facilitated by The Locker (Coaches Association of Canada).
- Successful track record of identifying players that have high performance and high potential attributes.
- Knowledge of long-term player development principles.
- Knowledge and understanding of the development of team and individual performance metrics.
- Track record of success in previous high level coaching roles, with high performance rugby experience a desirable asset.
- Confident in presenting to all levels and types of audiences.
- Proven ability to create a vision, establish buy-in, execute and drive performance to achieve results.
- Understanding and knowledge of Rugby Ontario provincial programs, pathways and policies.



- Strong leadership, organization and communication skills coupled with the proven planning, analytical and reporting skills.
- Self-directed and results oriented with the ability to multi-task and problem solve.
- High level of cultural awareness and capability to create safe, inclusive and welcoming environments for athletes and participants.
- Knowledge of video platforms (e.g. video capture, basic editing, upload / download and database management) is an asset but not essential.
- Ability to work within a flexible schedule which includes evenings, weekends and holidays (long weekends).
- Demonstrated strong values and ethics, in accordance with Rugby Ontario's organizational values (and other Rugby Ontario policies), through personal and professional behaviours.
- A valid Driver's Licence and access to vehicle.
- Current, clear criminal record check for the vulnerable sector required.

**Note:** This job description indicates the general nature and level of work expected of the incumbent. It is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities required of the incumbent. The incumbent may be asked to perform other duties, which may be assigned from time to time.

### **Position Information:**

The nature and scope of this position requires work on evenings, weekends and holidays. The Provincial Head Coach must be available for all training sessions and competitions. The position is an unpaid volunteer role; however, an honorarium will be provided at the successful conclusion of the program.

### **To Apply:**

Please apply by completing the candidate survey (link below) and uploading your cover letter and resume as one attachment **by 5:00pm ET on Tuesday, March 14, 2023:**

Application Link: <https://www.surveymonkey.com/r/XHNG7QC>

*Rugby Ontario is an Equal Opportunity Employer. Hiring and other employment decisions at Rugby Ontario are made without regard to race, colour, religion, sex, ancestry, national origin, ethnic origin, age, disability, citizenship, veteran status, sexual orientation, marital status, family status, or any other characteristic protected by federal, provincial, or local law, regulation, or ordinance.*