



Director of Rugby Roles and Responsibilities

Position Title: Director of Rugby

Location: Hybrid (Remote & In-person) Mississauga (primary) and other GTA locations as needed

Type of Position: Director of Rugby position in addition to a coaching position TBD based on applicant

Wage: Honorarium available

About Mississauga Blues RFC:

The Mississauga Blues Rugby Club is club dedicated to the participation of sports in our community. At the heart of our Club is our value for Integrity, passion, solidarity, discipline and respect. Integrity is a core value of the Game and is fundamental to maintaining honest and fair play in Rugby. Rugby provides players with life-long friendship, teamwork and loyalty. The Director of Rugby is responsible for the recruitment, development and management of players and coaches at the Club.

Leadership & Strategy

- Develop and implement the club's overall rugby strategy across all age groups and teams.
- Set and maintain a consistent playing philosophy and coaching framework.
- Lead long-term planning for player development, talent identification, and retention.
- Foster a positive, inclusive, and high-performance culture within the club.

Coaching Oversight

- Recruit, mentor, and support all coaches (senior, junior, and mini).
- Organize and deliver coach education sessions and ensure all coaches are certified and up to date.
- Oversee training plans and ensure they align with the club's player development pathway.
- Evaluate team and coach performance and provide constructive feedback.
- Build long term relationships with coaches to reduce turn over from year to year.

Player Development



- Establish clear pathways from youth to senior rugby.
- Support player welfare, discipline, and personal growth initiatives.

Operations & Administration

- Contribute to club planning, annual reports, and development grant applications.
- Establish KPIs for teams and coaches.

Community Engagement & Recruitment

- Promote rugby within local schools and community programs.
- Represent the club at provincial meetings, coaching forums, and other rugby events.
- Organize the “Try Rugby” days for the junior/minor programs.

Qualifications & Skills

- NCCP or World Rugby coaching accreditation (Level 2 or higher preferred).
- Proven coaching and leadership experience (senior, junior, or representative level).
- Strong organizational, communication, and interpersonal skills.
- Experience managing volunteers and working within a not-for-profit sports environment.
- Ability to inspire players and coaches while fostering an inclusive club culture.

Please note all employees will need to submit a Police Record Check and/or Vulnerable Sector Screen (if applicable).

How to Apply Submit your resume and cover letter to:

president@bluesrugby.ca