

Lead Coach – Ontario Jr. Blues Sevens

Position: Lead Coach

Organization: Rugby Ontario

Location: Ontario

Teams: Ontario Jr. Blues U16 and U18 Boys & Girls

Term: Seasonal – 2026/27 Sevens Program

Primary Competition: 2027 Vancouver Sevens Invitational

Application Deadline: September 11, 2026

Position Overview

Rugby Ontario is seeking dynamic, experienced, and athlete-centred coaches to serve as **Lead Coaches** for the **Ontario Jr. Blues U16 and U18 Boys and Girls Sevens teams** in preparation for the **2027 Vancouver Sevens Invitational**.

Each team will be supported by **two Lead Coaches who will work collaboratively and share responsibility** for the planning, preparation, selection, development, and competition performance of their respective team.

This collaborative coaching model is designed to bring together complementary coaching strengths while creating a high-performance environment that supports athlete development, team performance, coach development, and progression through the Rugby Ontario and Rugby Canada pathways.

Lead Coaches will work closely with each other and with Rugby Ontario High Performance staff, Strength & Conditioning staff, medical personnel, team management, and other program support staff.

Key Responsibilities

Collaborative Team Leadership

- Work collaboratively with the team's other Lead Coach to plan and deliver all aspects of the program.
- Establish clear coaching roles and responsibilities while maintaining a shared approach to team leadership and decision-making.
- Lead the development and delivery of the team's Sevens program in alignment with the **Rugby Ontario High Performance framework**.
- Establish clear team standards, expectations, and behaviours that promote excellence, accountability, respect, and teamwork.
- Create a positive, inclusive, athlete-centred high-performance environment.

- Share leadership responsibilities for training sessions, camps, meetings, and competition activities.
- Work collaboratively with Rugby Ontario High Performance staff to ensure alignment across the U16 and U18 Sevens pathway.

Technical & Tactical Development

- Collaboratively develop and implement a clear Sevens playing philosophy and game model.
- Design and deliver training sessions that develop the technical, tactical, physical, and decision-making demands of Sevens Rugby.
- Prepare athletes to effectively manage the unique demands of Sevens, including transition, space, work rate, contact, restarts, and kicking.
- Analyze team and opposition performance and make appropriate tactical adjustments throughout competition.
- Utilize video and performance analysis where appropriate to support athlete and team development.
- Share technical and tactical responsibilities based on the strengths and expertise of each Lead Coach.

Athlete Identification & Development

- Participate in athlete identification, assessment, and selection activities.
- Work collaboratively with the other Lead Coach and Rugby Ontario High Performance staff to select athletes based on established selection criteria.
- Identify and develop athletes with the potential to progress through the Ontario and Rugby Canada pathways.
- Provide athletes with clear, constructive, and ongoing performance feedback.
- Support athletes in understanding their individual development priorities.
- Promote long-term athlete development rather than focusing solely on short-term competition outcomes.

Collaboration & Communication

- Develop a strong and professional working relationship with the team's other Lead Coach.
- Demonstrate the ability to share leadership, communicate openly, and make decisions collaboratively.
- Work closely with team management, medical staff, Strength & Conditioning staff, and Rugby Ontario High Performance personnel.
- Maintain professional and effective communication with athletes, parents/guardians, coaches, clubs, and other program stakeholders.
- Participate in coaching meetings, planning sessions, and program reviews as required.

- Support alignment between club, regional, provincial, and national athlete-development environments.
- Represent Rugby Ontario professionally at all program activities and competitions.

Competition Management

- Share responsibility for team preparation and performance during the **2027 Vancouver Sevens Invitational**.
- Collaboratively manage player rotations and playing opportunities while balancing athlete development, welfare, and competitive performance.
- Share responsibility for pre-match preparation, in-game coaching, halftime communication, and post-match reviews.
- Monitor athlete workload and welfare throughout training and competition.
- Ensure all team activities comply with Rugby Ontario, Rugby Canada, and World Rugby safety, welfare, and competition requirements.

Administrative Responsibilities

- Maintain appropriate records relating to athlete selection, attendance, development, and performance.
- Participate in program planning and post-program reviews.
- Support Rugby Ontario with athlete and parent communications when required.
- Complete required program documentation within established timelines.
- Ensure all coaching certifications, screening, and Safe Sport requirements remain current throughout the program.

Qualifications

Coaching Experience

- Demonstrated experience coaching rugby in a competitive or high-performance environment.
- Experience coaching **Sevens Rugby** is strongly preferred.
- Experience working with U16/U18 or other age-grade athletes in a development or performance pathway is considered an asset.
- Previous involvement with provincial, university, national, or other high-performance programs is considered an asset.
- Experience working within a **collaborative or shared coaching environment** is considered an asset.

Technical Knowledge

Candidates should demonstrate:

- Strong knowledge of Sevens Rugby principles, tactics, and technical requirements.

- Understanding of long-term athlete development and age-grade player development.
- Ability to design and deliver effective high-performance training environments.
- Ability to assess athlete performance and provide meaningful developmental feedback.
- Understanding of athlete welfare and appropriate training and competition loads for age-grade athletes.
- Understanding of the provincial-to-national athlete pathway.

Leadership Competencies

- Strong leadership and communication skills.
- Ability and willingness to **share leadership and coaching responsibilities**.
- Ability to collaborate, receive feedback, and work effectively with another Lead Coach.
- Ability to motivate and develop young athletes.
- Ability to establish a positive, accountable, and performance-focused team culture.
- Strong interpersonal and relationship-building skills.
- Excellent organizational and time-management skills.
- Commitment to athlete welfare, inclusion, Safe Sport, and Rugby Ontario's values.
- Ability to work effectively as part of a broader High Performance coaching and support team.

Mandatory Coaching Requirements & Certifications

All successful candidates must be **registered and in good standing with Rugby Canada and Rugby Ontario** and must meet the following requirements prior to participating in program activities:

- **NCCP Competition Introduction / World Rugby Level 2 Coaching Certification**, or equivalent.
- **Criminal Background / Vulnerable Sector Check** – completed within the past **3 years**.
- **World Rugby Concussion Management** – completed within the past **2 years**.
- **World Rugby RugbyReady** – completed within the past **2 years**.
- **Coaching Association of Canada Safe Sport Training** – current/completed as required.
- **Canadian Centre for Ethics in Sport (CCES) E-Learning / Anti-Doping Education** – completed within the past **1 year**.
- **First Aid and CPR Certification** – preferred.

Coaches are responsible for ensuring all required certifications, screening, and education requirements remain current for the duration of their appointment.

Successful candidates may be required to provide proof of completion before their appointment is finalized. Rugby Ontario may also require completion of additional Rugby Ontario, Rugby Canada, Safe Sport, or High Performance education requirements applicable to the 2026/27 season.

Program Commitment

Successful candidates must be available for:

- Athlete identification and selection activities.
- Program training sessions and camps.
- Coach and High Performance planning meetings.
- Athlete and parent meetings as required.
- Pre-competition preparation activities.
- Travel to and participation in the **2027 Vancouver Sevens Invitational**.
- Post-competition athlete evaluations and program review.

Lead Coaches will be expected to commit to the full program schedule once appointed and work collaboratively with their coaching partner throughout the program.

Application Process

Interested candidates are invited to submit:

- A current coaching résumé.
- A cover letter outlining relevant coaching experience and interest in the Ontario Jr. Blues Sevens Program.
- A brief description of their **coaching philosophy and approach to developing age-grade Sevens athletes**.
- An outline of their approach to **working collaboratively within a shared Lead Coach model**.
- Confirmation of current coaching certifications and Safe Sport requirements.

Applications must be submitted by **September 11, 2026**. Please send your application to provincialprograms@rugbyontario.com

Shortlisted candidates may be invited to participate in an interview with Rugby Ontario High Performance staff.

Join the Ontario Jr. Blues

This is an opportunity to help develop the next generation of Ontario Sevens athletes while contributing to a provincial pathway designed to prepare players for success at the **provincial, national, and international levels**.

Rugby Ontario is committed to providing high-quality, athlete-centred development environments while creating opportunities for both **athlete and coach development** within the Ontario and Rugby Canada pathways.