

CALL FOR COACHES

ONTARIO SENIOR WOMEN'S REGIONAL TEAMS

East Ontario & West Ontario | 2027 Season

Position	Regional Lead Coach – Ontario Senior Women's East / West
Program	Ontario Senior Women's Performance Pathway
Term	2027-28 Senior Women's season
Reports to	Sandro Fiorino, High Performance Technical Manager

Overview

Rugby Ontario is seeking applications for coaching positions with the Ontario Senior Women's East and West Regional Teams for the 2027 season. The two regional programs will be an important part of Rugby Ontario's Senior Women's high-performance pathway and will compete within the developing Ontario–Quebec Senior Women's competition structure in 2027.

These positions are designed to be more than competition-day coaching roles. Selected coaches will serve as Regional Leads, working with Rugby Ontario Performance Pathway staff to identify, recruit, monitor, develop and prepare Senior Women's athletes across their region, while strengthening the connection between club, university/college, provincial and Rugby Canada environments.

Role of the Regional Lead Coach

Regional Lead Coaches will help lead the Senior Women's pathway within their respective region. The role combines player identification and recruitment, team preparation, competition leadership and ongoing pathway alignment.

Key Responsibilities

- **Player Identification & Recruitment** – Actively identify and engage Senior Women's athletes across club, university/college and other performance environments within the region.
- **Regional Player Monitoring** – Maintain an active understanding of leading and emerging athletes and contribute to Rugby Ontario's provincial depth chart and player profiling process.
- **Team Preparation** – Plan and deliver regional training and preparation opportunities leading into 2027 competition.
- **Competition Leadership** – Coach and prepare the East or West Ontario team for scheduled fixtures within the Ontario–Quebec Senior Women's competition structure.
- **Player Development** – Provide athletes with clear feedback, development priorities and performance expectations aligned with the provincial and national pathway.
- **Pathway Alignment** – Work within Rugby Ontario's technical framework and in alignment with Rugby Canada pathway requirements, terminology, playing principles and performance expectations.
- **National Identification** – Support Rugby Ontario in identifying and recommending athletes with the potential to progress into Rugby Canada Senior, development or other national pathway environments.

- **Coach Collaboration** – Build constructive relationships with club, university/college, Rugby Ontario and Rugby Canada coaches to support athlete development and reduce duplication across the pathway.
- **Program Culture** – Create an environment built around performance, accountability, athlete welfare, collaboration and pride in representing Ontario.

2027 Program Direction

The East and West programs are intended to strengthen the bridge between Senior Women's club and university/college rugby and provincial/national selection. Competition will serve as an important assessment and development environment—not simply an endpoint.

The objective is to create meaningful performance opportunities for Ontario's leading Senior Women's players, improve the quality and consistency of athlete identification, and ensure that provincial programming is directly connected to Rugby Canada's national performance pathway.

Alignment with Rugby Ontario & Rugby Canada

- Apply Rugby Ontario's agreed player identification, selection and profiling standards.
- Support shared technical language, playing principles and position-specific development priorities.
- Work with Rugby Ontario Performance Pathway staff on player depth charts, athlete progression and competition planning.
- Align player preparation with current Rugby Canada pathway requirements and identified national performance priorities.
- Contribute to a connected pathway in which athletes can be identified, developed, assessed and progressed throughout the year.

Coach Profile

Rugby Ontario is looking for coaches who can combine strong on-field coaching with relationship-building, recruitment, talent identification, and pathway leadership.

- Demonstrated experience coaching Senior Women's, university/college, provincial or high-performance rugby.
- Strong understanding of talent identification and long-term player development.
- Ability and willingness to actively recruit and engage athletes across the region.
- Strong relationships with, or the ability to build relationships across, the club and university/college game.
- A player-development-first approach with an understanding of the demands of performance rugby.
- Willingness to work within Rugby Ontario's technical framework and collaborate with Rugby Ontario and Rugby Canada staff.
- Strong communication, organization and leadership skills.
- Commitment to developing both athletes and the wider coaching environment in Ontario.

Certification & Safe Sport Requirements

Successful applicants must meet all current Rugby Ontario and Rugby Canada coach registration, certification, and Safe Sport requirements. This may include applicable NCCP certification, criminal record screening, Safe Sport education, Rugby Ready, concussion education, CCES requirements and any additional Rugby Canada compliance standards in effect for the 2027 season.

Rugby Ontario

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Appointment & Commitment

Coaches will be appointed to either the Ontario Senior Women's East Regional Team or Ontario Senior Women's West Regional Team. Appointments will cover the 2027 Senior Women's season, with coaches becoming part of Rugby Ontario's wider Performance Pathway coaching group and regional pathway network.

Selected coaches will work directly with Rugby Ontario Performance Pathway staff on annual planning, player recruitment and identification, regional preparation, competition delivery, athlete review and Rugby Canada pathway recommendations.

Expression of Interest

Interested coaches are invited to submit the following:

- A brief coaching resume/rugby CV.
- Current coaching qualifications and Safe Sport credentials.
- A short statement outlining your interest in the role.
- Relevant experience working with Senior Women's rugby and/or high-performance athletes.
- A short description of your approach to player identification, recruitment and development.
- Preferred region: East Ontario or West Ontario.

Application Deadline: WEDNESDAY, SEPTEMBER 23RD (by 11:59PM)

Submit Applications To: provincialprograms@rugbyontario.com

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