

## EORU Junior 15s Assistant Coach

### Job Description



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| <b>Job Title:</b>   | Regional Assistant Coach  | <b>Team:</b>           | One of U18G, U16G, U18B, U16B   |
| <b>Reports to:</b>  | Regional Head Coach (One of U18G, U16G, U18B, U16B)   | <b>Location:</b>       | Home-based  |
| <b>Work Pattern:</b>  | Volunteer, flexible working hours, irregular, mostly evenings and weekends; Fixed term until September 2019 | <b>Date JD Posted:</b> | January 15, 2019<br>Deadline to apply: January 27, 2019<br>Send applications to:<br>juniors@eorugby.com |
| <b>Job Purpose:</b>   |   |                        |   |
| <ul style="list-style-type: none"> <li>• To assist in the identification and development of the most talented players within the Eastern Ontario Rugby union</li> <li>• To assist in the selection and development of a regional age grade squad in accordance with the guidelines set out by EORU and Rugby Ontario</li> <li>• To promote Eastern Ontario Rugby Union players for Provincial and National selection through on-field performance</li> </ul>  |   |                        |   |
| <b>Key Accountabilities:</b>  |   |                        | <b>Area of Work:</b>  |
| <p>To assist in the identification and selection process of players for the season with the head coach</p> <p>Attend Eastern Ontario Rugby Union 15s/7s sessions to aid in talent development &amp; identification</p> <p>Deliver specific areas of coaching at regional development camps</p> <p>Attend other relevant provincial activities to aid in player ID as directed by the Director, EORU Junior Program and the Regional Head Coach</p>  |   |                        | Individual player identification and team selection   |
| <p>Ensure coaching delivery is thematic throughout the regional program in accordance with core themes set out by Rugby Ontario</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>In conjunction with Regional Head Coach develop and implement team game shape and ways of play</p> <p>In conjunction with Regional Head Coach, ensure all selected players receive performance feedback (both written and verbal) periodically throughout the program</p> |   |                        | Player and team development   |
| Take part in the weekly/biweekly organization of team development program session plans   |   |                        | Planning and Organising   |

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| <p>Take part the planning of individual regional sessions</p> <p>Support team manager with all relevant off-field matters</p> <p>Liaise with medical staff with regard to individual players taking into account player welfare at all times</p>  |                                 |
| <p>Ensure all individual performance plans are reviewed with the players during the program</p> <p>Ensure all individual performance plans are completed within two weeks of the end of the season</p> <p>Complete and submit season review report to EORU Junior Program Director four weeks from the end of the U18/U16 summer program; to include all critical areas of performance</p> <p>Assist the head coach in developing a depth chart for players wishing to be included in RO Talent Development Program</p> | <p>Monitoring and reporting</p> |

| <b>EORU Junior 15s Assistant Coach<br/>Job Details</b>   |  |
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| <b>Key Dimensions:</b>   |  |
| Number and Level of staff:   | Volunteer Head Coach, volunteer Assistant 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, meeting-based work and online/telephone communications. Travelling with team/s to compete in the Eastern Canadian Championships (Kingston, August 2019).   |
| 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 EORU may be required from time to time</p> <p>Some media access, therefore some impact on image</p> <p>Influence in leading a regional 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>• Regional Head Coach</li> <li>• Regional Assistant Coaches of other Junior EORU teams</li> <li>• EORU Team/s Manager/s</li> <li>• Medical Staff/trainers/AT</li> </ul> |  |

- Director, EORU Junior Program

**Authorities and Limitations:**

Responsibility for building and sustaining a performance development program

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

**EORU Junior 15s Assistant Coach  
Personal Specifications**

| <b>Factor</b>                          | <b>Essential</b>  | <b>Desirable</b>   |
|--|---|--|
| <b>Qualifications and Attainments:</b> | NCCP Level 1 Certified<br>World Rugby 'Rugby Ready' Certified   | NCCP Level 2 Certified   |
| <b>Knowledge and Experience:</b>       | Successful track record developing players<br>Knowledge and understanding of Rugby Union and the development of team and individual performance<br>Track record of success in previous coaching roles<br>Experience with being involved in a successful performance team<br>Confident in presenting to all levels of audience<br>Track record of developing relationships and working effectively with volunteers and partners<br>Experience of managing people and collating information<br>IT skills & experience, including the use of video analysis systems e.g HUDL, Sportscodel<br>Proficient computer/tech skills including google sheets, google docs, Microsoft Office Skills – Word, Excel, etc. | Track record of identifying players that have high performance and high potential attributes<br>Knowledge of Long Term Player Development principles<br>Understanding and knowledge of Rugby Ontario and EORU programs and policies<br>Experience of coaching at a High-Performance Level (Senior Provincial, National Age Grade, etc.)<br>Experience of working with senior and/or representative rugby teams |

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| <b>Competencies:</b>            | Leading Others<br>Effective Communication<br>Personal Accountability<br>Facilitating Change<br>Flexibility<br>Team Working<br>Planning and Organising                    |  |
| <b>Additional Requirements:</b> | Willing and able to undertake flexible working hours<br>Valid driving license<br>Satisfactory VSS Check<br>First Aid Certification<br>Must be eligible to work in Canada |  |