

EORU Junior 15s Head Coach

Job Description



Job Title:	Regional Head Coach	Team:	One of U18G, U16G, U18B, U16B
Reports to:	Director EORU Junior Program	Location:	Home-based
Work Pattern:	Volunteer, flexible working hours, irregular, mostly evenings and weekends; Fixed term until September 2019	Date JD Posted:	January 15, 2019 Deadline to apply: January 27, 2019 Send applications to: juniors@eorugby.com

Job Purpose:

- To assist in the identification and development of the most talented players within the Eastern Ontario Rugby Union
- To lead in the selection and development of a regional age grade squad in accordance with the guidelines set out by EORU and Rugby Ontario
- To promote Eastern Ontario Rugby Union players for Provincial and National selection through on-field performance

Key Accountabilities:

Area of Work:

To lead in the identification and selection process of players for the season

Attend any Eastern Ontario Rugby Union 15s/7s sessions to aid in talent development & identification

Deliver specific areas of coaching at regional development camps

Attend other relevant provincial activities to aid in player ID as directed by the Director, EORU Junior Program, and assist/mentor Regional Assistant Coaches

Individual player identification and team selection

Ensure coaching delivery is thematic throughout the regional program in accordance with core themes set out by Rugby Ontario

Ensure coaching sessions are organized to include technical, tactical and mental aspects

Ensure coaching sessions facilitate individual player, sub-unit, and team development

In conjunction with other Regional Head Coaches and Assistant Coaches, develop and implement team game shape and ways of play

In conjunction with Regional Assistant Coaches, ensure all selected players receive performance feedback (both written and verbal) periodically throughout the program

Player and team development

Take part in the weekly/biweekly organization of team development program session plans

Take part the planning of individual regional sessions

Planning and Organising

Support team manager with all relevant off-field matters Liase with medical staff with regard to individual players taking into account player welfare at all times	
Ensure all individual performance plans are reviewed with the players during the program Ensure all individual performance plans are completed within two weeks of the end of the season 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 Incorporate input from Assistant Coaches in developing a depth chart for players wishing to be included in RO Talent Development Program	Monitoring and reporting

EORU Junior 15s Head Coach Job Details	
Key Dimensions:	
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>
Key Internal and External Contacts:	
<ul style="list-style-type: none"> • Regional Head Coaches of other Junior EORU teams • Regional Assistant Coaches • EORU Team/s Manager/s • Medical Staff/trainers/AT • Director, EORU Junior Program 	

Authorities and Limitations:
<p>Responsibility for building and sustaining a performance development program</p> <p>Input into selection for tournaments and Individual matches</p> <p>Involved in the planning, preparation and rolling out of a programme of training/coaching for the squad throughout the season</p> <p>Formally review the performance of individual players and create the appropriate environment for individual improvement based upon regular reviews</p>

EORU Junior 15s Head Coach Personal Specifications		
Factor	Essential	Desirable
Qualifications and Attainments:	<p>NCCP Level 2 Certified</p> <p>World Rugby 'Rugby Ready' Certified</p>	
Knowledge and Experience:	<p>Successful track record developing players</p> <p>Knowledge and understanding of Rugby Union and the development of team and individual performance</p> <p>Track record of success in previous rep coaching roles</p> <p>Experience with being involved in a successful performance team</p> <p>Confident in presenting to all levels of audience</p> <p>Track record of developing relationships and working effectively with volunteers and partners</p> <p>Experience of managing people and collating information</p> <p>IT skills & experience, including the use of video analysis systems e.g HUDL, Sportscore</p> <p>Proficient computer/tech skills including google sheets, google docs, Microsoft Office Skills – Word, Excel, etc.</p>	<p>Track record of identifying players that have high performance and high potential attributes</p> <p>Knowledge of Long Term Player Development principles</p> <p>Understanding and knowledge of Rugby Ontario and EORU programs and policies</p> <p>Experience of coaching at a High-Performance Level (Senior Provincial, National Age Grade, etc.)</p> <p>Experience of working with senior and/or representative rugby teams</p>

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