

EORU Junior Rep Program: Assistant Coaches

Job Description



Job Title:	Regional Assistant Coach	Team:	Assisting with U18G, U16G, U18B, U16B
Reports to:	Regional Head Coach (One of U18G, U16G, U18B, U16B)	Location:	Home-based
Work Pattern:	Volunteer, flexible working hours, irregular, mostly evenings and weekends; Fixed term until May 2022	Date JD Posted:	July 20, 2020 Deadline to apply: July 26, 2020 Send applications to: juniors@eorugby.com

Job Purpose:

- To assist in the identification and development of the most talented players (7s) within our region (East) in Ontario
- To assist in the selection and development of a regional age grade squads 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:

Ensure adherence (by staff and players) to all COVID-19 related protocols

To assist in the identification and selection process of players for the season with the head coach

Support delivery of online classroom sessions and in-person training of age-grade rugby players (U15 through U18)

Attend Rugby Ontario regional (East) 7s sessions to aid in talent development & identification

Deliver specific areas of coaching through the online academy and at regular regional development sessions and camps

Attend other relevant provincial activities to aid in player ID as directed by the Director, EORU Junior Program and the Regional Head Coach

Area of Work:

Individual player identification and team selection

Ensure coaching delivery is thematic throughout the regional program in accordance with core themes set out by EORU and 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 Regional Head Coach develop and implement team game shape and

Player and team development

<p>ways of play</p> <p>Attend a selection of tournaments with staff and players (potentially: local, provincial, national and international)</p> <p>In conjunction with Regional Head Coach, ensure all selected players receive performance feedback (both written and verbal) periodically throughout the program</p>	
<p>Take part in the weekly/biweekly organization of team development program session plans</p> <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>Planning and Organising</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 (end of 7s season and/or end of 15s 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>

EORU Junior Rep Academy: Assistant Coach Job Details	
Key Dimensions:	
Number and Level of staff:	Volunteer Head Coach, volunteer Assistant Coaches, volunteer Program Manager, volunteer Assistant Managers, a number of volunteer medical staff
Financial Responsibility:	No financial responsibility
Physical Resource Responsibility:	All training and match kit, training equipment 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 tournaments such as but not limited to: Fall 7s Series (across Ontario), New York 7s, Alberta 7s, Vancouver 7s, Los Angeles 7s, Tropical 7s, Great North 7s,, Ontario Summer Games (London)
Physical aspects of role:	Travelling, standing for long periods, movement of equipment
Impact on public image, business success & viability	Involvement in identifying players will have a public interface and image Some commercial activities as directed by EORU may be required from

	<p>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 Coach • Regional Assistant Coaches of other Junior EORU teams • EORU Junior Rep Program Manager and EORU Assistant Managers • 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(s) 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> <p>Monitoring COVID-19 related protocols and outcomes and liaising with EORU Program Manager and EORU Program Director.</p>	

EORU Junior Rep Academy: Assistant Coach Personal Specifications		
Factor	Essential	Desirable
Qualifications and Attainments:	<p>NCCP Level 1 Certified</p> <p>World Rugby 'Rugby Ready' Certified</p> <p>World Rugby 'Covid-19' Certified</p> <p>Volunteer Sector Search Certified</p>	NCCP Level 2 Certified
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 coaching roles</p> <p>Experience with being involved in a</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>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, Sportscode</p> <p>Proficient computer/tech skills including google sheets, google docs, Microsoft Office Skills – Word, Excel, etc.</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:	<p>Leading Others</p> <p>Effective Communication</p> <p>Personal Accountability</p> <p>Facilitating Change</p> <p>Flexibility</p> <p>Team Working</p> <p>Planning and Organising</p>	
Additional Requirements:	<p>Willing and able to undertake flexible working hours</p> <p>Valid driving license</p> <p>Satisfactory VSS Check – proof required</p> <p>First Aid Certification</p> <p>Must be eligible to work in Canada</p>	