

EORU Junior Rep Program:
U17 and U16 Boys Interbranch Coaches
Job Description



Job Title:	Regional U17 or U16 Program Coach	Team:	One of U16 or U17 Boys
Reports to:	Director EORU Junior Rep Program	Location:	Home-based with travel
Work Pattern:	Volunteer, flexible working hours, irregular, mostly evenings and weekends; June 1st - Sept 10 2023	Date Posted:	Deadline to apply: May 9 2023 Send applications to: Eoru.jr.rep.temp@gmail.com
Job Purpose: <ul style="list-style-type: none"> To assist in the identification and development of the most talented Junior male players within Eastern Ontario 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:
<ul style="list-style-type: none"> To lead in the identification and selection process of players for the season Lead delivery of online classroom sessions and in-person training of age-grade rugby players (U15 through U17) Program locations will include Lanark, Ottawa, and Kingston <i>Tentative dates required for commitment</i> <ul style="list-style-type: none"> Tryouts x 3 - June 25 , July 8 (morning, Ottawa, prior to International games) , July 16 Training x 3 - July 30 , August 16 , August 23 Competition dates - Aug 27, Aug 30, Sept 4 			Individual player identification and team selection
<ul style="list-style-type: none"> 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 (written and/or verbal) periodically throughout the program 			Player and team development
<ul style="list-style-type: none"> Take part in the regular organization of team development session plan Support managers with all relevant off-field matters Liaise with medical staff regarding individual players always considering player welfare 			Planning and organizing
<ul style="list-style-type: none"> Ensure all individual performance plans are reviewed with the players during the program and completed at the end of the season Complete and submit season review report including all critical areas of performance to EORU Junior Program Director upon completion of the competition Incorporate input from Assistant Coaches in developing a depth chart for players wishing to be included in RO Talent Development Program 			Monitoring and reporting

Coaching Job Details	
Key Dimensions:	
Number and Level of staff:	<ul style="list-style-type: none"> • Volunteer Head Coach, volunteer Assistant Coaches, volunteer Program Manager, volunteer Assistant Manager, volunteer medical staff
Financial Responsibility:	<ul style="list-style-type: none"> • No financial responsibility
Physical Resource Responsibility:	<ul style="list-style-type: none"> • All training and match kit, training equipment, and relevant IT equipment
Working Environment:	<ul style="list-style-type: none"> • Various but primarily pitch-side, meeting-based work and online/telephone communications. Traveling with team(s) to compete in Interbranch Competition
Physical aspects of role:	<ul style="list-style-type: none"> • Travelling, standing for long periods, movement of equipment
Impact on public image, business success & viability	<ul style="list-style-type: none"> • Involvement in identifying players will have a public interface • Some commercial activities as directed by EORU may be required • Some media access, therefore, some impact on image • Influence in leading a regional program and developing players will have a public/media image
Key Internal and External Contacts:	

<ul style="list-style-type: none"> • Regional Head Coaches of other Junior Rep Teams • Regional Assistant Coaches • EORU Junior Rep Manager and Assistant Managers • Medical Staff/trainers/AT • Director, EORU Junior Rep
Authorities and Limitations:
<ul style="list-style-type: none"> • Responsibility for building and sustaining a performance development program input into selection for matches • Involved in the planning, preparation, and rolling out of a program 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 Boys 15's Personal Specifications

Factor	Essential	Desirable
Qualifications and Attainments:	<ul style="list-style-type: none"> • NCCP Level 2 Certified (preferred) • World Rugby 'Concussion Management for the General Public' Certificate • CAC SafeSport Training • Satisfactory VSS Check • Registered Coach with Rugby Ontario <p>Coaches must be prepared to present proof of these qualifications prior to being selected as a coach.</p>	<ul style="list-style-type: none"> • NCCP Level 3 Certified
Knowledge and Experience:	<ul style="list-style-type: none"> • Successful track record developing players • Knowledge and understanding of Rugby Union and the development of team and individual performance • Track record of success in previous rep coaching roles • Experience with being involved in a successful performance team • Confident in presenting to all levels of audience • Track record of developing relationships and working effectively with volunteers and partners • Experience of managing people and collating information • IT skills & experience, including the use of video analysis systems e.g HUDL, Sportscode • Proficient computer/tech skills including google sheets, google docs, Microsoft Office Skills – Word, Excel, etc. 	<ul style="list-style-type: none"> • Track record of identifying players that have high performance and high potential attributes • Knowledge of Long-Term Player Development principles • Understanding and knowledge of Rugby Ontario and EORU programs and policies • Experience of coaching at a High- Performance Level (Senior Provincial, National Age Grade, Post-Secondary, etc.) • Experience of working with senior and/or representative rugby teams
Competencies:	<ul style="list-style-type: none"> • Leading Others • Effective Communication • Personal Accountability • Facilitating Change Flexibility • Team Working Planning and Organizing 	
Additional Requirements:	<ul style="list-style-type: none"> • Willing and able to undertake flexible working hours • Must be eligible to work in Canada 	