



BC RUGBY POSITION DESCRIPTION

Title:	TECHNICAL DIRECTOR
Employer:	British Columbia Rugby Union
Type of Position:	Full time Employee (40 hours per week)
Reports to:	Chief Executive Officer
Location:	Flexible, Vancouver Head Office preferable

PURPOSE OF THE POSITION:

The Technical Director is responsible for the tactical and operational planning, delivery, and review of BC Rugby's performance programs, including the BC Bears XV's and 7s Teams, with the overall aim of lifting the quality of elite level rugby in the province. This position reports directly to the CEO and will be responsible for embedding industry-leading player welfare and safe sport policies and procedures into BC Rugby performance programs.

This position is challenged to build upon BC Rugby's long history of success on the field. The Technical Director will be required to lead, influence and support key stakeholders, developing a higher standard in both XV's and Sevens Rugby, directly contributing to National programs' success in the short and long term.

The ability to foster collaborative relationships, coupled with a thorough understanding of the Canadian Rugby landscape, for both the men's and women's games, will be essential to the successful achievement of this position's objectives.

WE HOPE YOU'RE PASSIONATE ABOUT:

- **Getting it done:** You will be joining a small and motivated team who work hard to make our favourite sport bigger and better. You are someone who loves getting the job done and done well.
- **Building experiences:** You value embedding fun into hard work for players, young or old, and will custom your approach to the individuals' needs and motivations.
- **Walking the talk:** Not only can you clearly sell the vision, but you have the skills and patience to implement and lead by example.



KEY RESPONSIBILITIES:

- Contribute to the strategic direction of BC Rugby, leading on the tactical and operational delivery of initiatives that demonstrate impact against our athlete performance goals.
- As a member of BC Rugby's Safe Sport Committee, identify best practice for BC Rugby performance programs that embed and deliver a 'safety first' approach for players' short- and long-term physical, mental and emotional well-being.
- Maintain a cohesive BC Rugby Elite Player Pathway, designing and delivering BC Bears programs that enable individual players and coaches to achieve a forever-increasing level of performance.
- Oversee the implementation of BC Rugby's athlete tracking system, generating regular reports on individuals' progress as well as programs' impact, and ensuring compliance from both coaches & players.
- Work closely with the Director of Community Rugby to ensure a clear and complimentary connection and schedule for performance and community rugby.
- Leverage Rugby's inclusion in the Canada Summer Games and BC Summer Games to support the BC Rugby Elite Player Pathway.
- Effectively line manage permanent and seasonal staff, overseeing their delivery of high-quality programs and supporting their professional development.
- Support the CEO in creating and maintaining performance program budgets, as well as contributing to reporting obligations for Government and commercial sponsors.
- Seek, develop and service collaborative relationships with High Performance Sport stakeholders to ensure BC Rugby remains a leader in performance services.
- With direction from BC Rugby marketing staff, collaboratively build communication timelines that work into performance programs schedules, taking responsibility for coaching staff meeting agreed upon deadlines.
- As a member of a small, dedicated team, be willing to support in any other tasks or duties that support BC Rugby activities.

SKILLS & EXPERIENCE

- Several years' experience in a key management or leadership position.
- Degree in sport sciences, sport management or a related field, or an equivalent combination of education, certification, and experience.
- Certification and experience as a high-level coach or official is ideal.
- Demonstrated high level project management skills, including an ability to analyze, plan, monitor, evaluate and prioritise.
- Experience of working creatively within a limited budget.



- Demonstrated ability to work in a team environment, as well as experience in line management.
- Preparedness to be flexible with respect to work hours including weekends and intra-Provincial travel.

Updated: July 2021