



BC RUGBY POSITION DESCRIPTION

Title:	Performance Age-Grade Coach (Multiple positions)
Employer:	British Columbia Rugby Union
Type of Position:	Fixed-term Contract
Reports to:	Technical Director

PURPOSE OF THE POSITION

BC Rugby Performance Coaches will work collaboratively to provide a performance program for U14 to U18 male and female players over the 2022 summer season. With support from the BC Rugby Technical Director, the Performance Coach will be responsible for the delivery of a positive and holistic high-performance program that supports both individual player development and team success.

In addition to on-field success, the Coach is committed to long-term player development, the overall promotion of the game and to operating within the guidelines of a provincial program that is consistent across all levels and ensures British Columbia's rugby programs are a proud reflection of our province and its sporting traditions.

KEY RESPONSIBILITIES

- Plan and implement provincial team player selections, in compliance with the relevant BC Rugby Selection Policy.
- Work collaboratively with the BC Rugby Technical Director to develop, refine, and execute a team plan that maximizes player development.
- Deliver safe, fun, and impactful practices, training camps, and preparation for exhibition and competitive matches.



- Adhere to World Rugby's Player Welfare and Rugby Canada's Playsafe protocol of 'Recognise and Remove' at all times and promote a culture of disclosing injury and symptoms of concussion.
- Work collaboratively with other assigned Coaching staff and the appointed Therapist to ensure the promotion and delivery of player wellbeing throughout the program.
- Adhere to the policies and procedures of Coaching Association of Canada, as applicable.
- Effective co-ordination and communication of game preparation and implementation.
- Co-ordination of post-game analysis of statistics and videotapes (if possible) and the implementation of adjustments to practice and game plan preparation.
- Complete pre- and post- player assessments.
- Communicate areas of responsibility for team captain and other team leaders.
- Attend the 2022 Provincial Regional Championships on July 1-3 at the University of British Columbia, Vancouver.
- Lead team at the 2022 Western Canada Rugby Championships on July 28-31 at Parkinson Recreation, Kelowna (NB: U15 to U18 only).

QUALIFICATIONS & EXPERIENCE

- NCCP Level 2 Certified is preferred, however, BC Rugby will accept applications from NCCP Level 2 Trained coaches who wish to use the age-grade performance programs to conduct their coach evaluation to complete their certification.
- Successful applications will be required to complete a Criminal Records Check
- Strong technical and tactical expertise and teaching ability
- Ability to identify and select quality Rugby players that have the skill to be successful at the Provincial level
- Excellent leadership and organizational skills
- Flexibility to travel
- Supervisory skills with delegation of areas of responsibility
- Team building and group dynamics skills
- Decisive and proactive
- Ability to identify necessary needed improvements and make strategic adjustments during game situation
- Demonstrated ability to work with volunteers within the Rugby community



- Experienced in measuring outcomes and implementing player/program tracking
- Ability to remain composed in difficult situations
- Dispute resolution and conflict management skills
- Excellent communication and creative problem-solving skills

