



BC RUGBY POSITION DESCRIPTION

Title:	BC Bears Age-Grade Performance Coach
Employer:	British Columbia Rugby
Type of Position:	Volunteer/Honorarium
Reports to:	Technical Director
Location:	Various

PURPOSE OF THE POSITION

BC Rugby is seeking lead Coaches for the BC Bears U16 and U18 Boys and Girls and BC Bears U19 Boys Programs. These programs run at various times from February 2024 until September 2024. Please specify in your application which Program you would prefer to lead.

The BC Bears Performance Coach is a proven leader who will utilize a successful Coaching experience and background to ensure that the provincial team will achieve its on-field potential.

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 BC Rugby programs are a proud reflection of our province and its sporting traditions.

COACH REQUIREMENTS

The candidates for these positions should hold the following accreditation:

- Currently registered as a coach with BC Rugby
- Completed Police Record Check – requirement for all Coaches working with youth





- Completed Sport Canada's Safe Sport & World Rugby's Concussion Awareness modules
 - Certified in NCCP Competition Development (must be Level 2 certified or awaiting Level 2 assessment for completing certification)
 - A minimum of two years' Coaching experience in the specific coaching context at Club/School/University and Regional levels
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KEY RESPONSIBILITIES

- Plan and implement provincial team player selections, practices, training camps, development camps, and preparation for games and exhibition fixtures
 - 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
 - Work collaboratively with the BC Rugby Technical Director to develop, refine, and execute a team plan that maximizes player development
 - Provide comprehensive year-end progress reports along with other intermittent updates as required
 - Communicate areas of responsibility for team captain and other team leaders
 - Attend the 2024 Provincial Regional Championship, as well as identify talent at Club and school games
 - Lead team at 2024 competitions
 - Participate in the selection process
 - Adhere to the sponsorship guidelines as set out by BC Rugby
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SKILLS & EXPERIENCE

- 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
- Strategic planning both short and long-term
- Ability to remain composed in demanding situations
- Dispute resolution and conflict management skills
- Excellent communication skills
- Creative problem-solving skills
- Must be available throughout Spring and Summer 2024, and to attend key events as detailed

APPLICATIONS

To apply for these positions, please submit an application including an updated resume and preference for the Age-Grade programs to BC Rugby Technical Director John Tait at jtait@bcrugby.com by October 25th, 2023.

No phone calls please. Only those selected for interview will be contacted.