



VANCOUVER HIGHLANDERS RUGBY IS LOOKING FOR THEIR DIRECTOR OF ALGORITHMS, MODELLING AND STATISTICAL WIZARDRY

WHO WE ARE:

Vancouver Highlanders Rugby is dedicated to advancing the personal and professional development of the person through rugby union. Our mission is to compete at the highest level of the sport in North America. We will play in the 2024 *Rugby Players Challenge* (www.RugbyPlayersChallenge.com), hosting home games at fields around Metro Vancouver between May 1 and August 31.

WHAT WE NEED:

Everything in our organization is focused on delivering excellence, both on and off the field. To be called “professional” every aspect of our organization needs to operate that way. How we engage our fans and their experience on game day is critical to our mission and our success. Sport must be exciting, fun, and entertaining. We need a full-time mathematician and statistician to design, implement and manage a robust and predictive model that analyzes and assesses “power ratings” to players and teams and then fairly ranks those players and teams against one another across the *Rugby Players Challenge*. You also need to work with us to unlock the mysticism that surrounds rugby “statistics” and determine what are truly predictive and determinative measures of player and team performance. There are no comparable models in existence today. You will constantly tailor those models, so they are increasingly useful to our coaches and players.

WHO YOU ARE:

You don’t need to be a “rugby person”. What you must be is imaginative, creative, and pragmatic. You are fanatical about precision and detail and “getting things right”. You know that all science is math, and that no really good decisions can be made without mathematics at the core.

You intuitively know how to create model that is useful and not just a model for that sake alone. You also know how to work with people who understand their business (and in this case sport) and give them tools to better and more easily perform their jobs. You are there to support them and allow them to be better at what they do. You readily answer their questions and help them understand your value. You work well with others.

It is also important that your modeling is predictive. You can see raw statistics and decide which ones are together or in concert determinative of success or failure. You know which ones are meaningless or, even worse, deceptive. That unfortunately is the state of our sport today where statistics are published that are indicative of anything.

You also know: garbage in = garbage out. The collection of most sports’ “statistics” are already infected by personal bias and human error. Filtering through that fog and finding better ways to reliably collect those numbers will become a prime focus.



Finally, you always wondered if you could better apply mathematics to determine the odds of winning in a sporting contest. What does one team really do better than the other. Can they do it consistently and against a particular opponent with their particular skills and level of play. You will get a chance to explore those models here too.

WHAT YOU SHOULD BRING:

- At minimum a Masters Degree in mathematics or statistics from a top university.
- A love of sports and competition.
- You likely played a team sport at a competitive level yourself and have an appreciation of what it means to be a “team player”.
- An ability to communicate clearly and concisely.
- A willingness to work outside of normal business hours and flexibly manage time in and out of our season. This is not a “9 to 5”, particularly in season.
- Although there is a time and place for work-from-home, being part of our team means a desire to interact in the office and at our remote training locations around the Lower Mainland.
- A driver’s license and car that you can drive locally on business. You may sometimes need to travel to away games with the team.

WHAT WE OFFER:

- An annual salary commensurate with your experience and capabilities.
- An annual bonus tied to both your personal and the Team’s success.
- Medical and Dental Insurance coverage.
- Reimbursement for reasonable business and travel-related expenses.
- Free *Highlanders* SWAG.

If you read this and can’t imagine that this opportunity is available in Vancouver, we look forward to receiving an application and resume from you. Before you reach out, we ask that you take the time to visit and read through our website so as to better understand our mission and principles.

Fortitude!

Contact: Randall@VancouverHighlanders.com

For more information, please visit: www.VancouverHighlanders.com

Rugby at its Best™