



Women's Head Coach – Vancouver Rowing Club Rugby Section – Women's Division 2 (BCRU)

Vancouver Rowing Club (VRC) Rugby is seeking a Head Coach for the Women's Program competing in Women's Division 2 (BCRU) for the upcoming season.

The VRC Women's team competes in Division 2 of the British Columbia Rugby Union and is committed to building a competitive, inclusive, and development-focused program. The club is seeking a coach who is passionate about growing the women's game, developing athletes across experience levels, and fostering a strong team culture aligned with VRC values. The Women's program trains on Tuesday and Thursday evenings and competes on Saturdays throughout the regular season (September–April), with potential cup competitions extending into May.

The successful candidate will report to the Director of Rugby and work collaboratively within the broader VRC Rugby structure.

Key Responsibilities

1. Training & Athlete Development

- Develop and document a season-long training plan aligned with team objectives.
- Deliver structured, progressive practice sessions that support both skill development and tactical growth.
- Create an inclusive training environment that supports athletes of varying skill levels.
- Provide consistent, constructive feedback to players.
- Utilize video analysis and external coaching resources when appropriate.
- Promote long-term athlete development and retention within the women's program.

2. Leadership & Culture

- Foster a positive, accountable, and athlete-centered team culture.
- Promote respect, inclusivity, and player well-being.
- Maintain clear and equitable communication with players and club leadership.
- Support player leadership development within the team.
- Collaborate with club executives and other team coaches to align program goals.

3. Match Day Responsibilities

- Select and communicate team rosters prior to matches (by Thursday for Saturday fixtures).
 - Prepare game plans and manage in-game adjustments.
 - Travel with the team to home and away matches.
 - Represent and model VRC values at all times.
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Time Commitment & Location

Approx. 8–11 hours per week during the season

1. Training
 - Tuesday & Thursday
 - 6:00 PM – 8:00 PM (2 hrs)
 - Brockton Oval
 - August–May
2. Games
 - Saturdays (11:15AM kick off. approx. 3 hours)
 - September–May
3. Additional Responsibilities
 - Coaches Meetings (1–2 hrs/week)
 - Executive Meetings (as required)
 - Practice Planning (2–4 hrs/week)

Desired Qualifications & Skills

- Experience coaching women's rugby and/or multiple skill levels within the same session
- Strong communication and leadership skills
- Ability to build culture and develop emerging athletes
- World Rugby Level 1 (mandatory requirement) or Level 2 certification preferred (or equivalent experience)
- Completion of Make Ethical Decisions (MED) Online Evaluation (mandatory requirement)
- Completed and cleared Criminal Record Check through VRC Club (mandatory requirement)
- Commitment to adhering to the VRC Rugby Code of Conduct

Compensation

The Women's Head Coach position provides an honorarium based on experience for the season.

The honorarium will be paid in installments over the course of the season (schedule to be determined upon appointment) and reflects the expected time commitment, preparation, match days, and administrative responsibilities associated with the role.

Any additional approved expenses (e.g., travel, certifications, or team-related costs) will be reimbursed in accordance with VRC Rugby policies.

Ideal Candidate Profile

The ideal candidate:

- Is passionate about growing women's rugby
- Understands athlete development pathways
- Values long-term coach-player relationships
- Brings energy, structure, and accountability to the program
- Is committed to creating an inclusive and empowering team environment



Application Process

Please send the following to:

[✉ DJames@vrcrugby.ca](mailto:DJames@vrcrugby.ca)

Include:

- Resume
- Brief description of coaching philosophy/style
- One sample practice plan

Applications will be reviewed on a rolling basis until the position is filled.