

Canada Summer Games Coaching U20 Boys and U18 Girls Head Coach

Rugby Alberta is seeking Head Coaches for the U20 Boys and U18 Girls Team Alberta for the 2025 Canada Summer Games in New Foundland. Our new Head Coaches will help us grow, engage, and deepen the connection we have with our community of athletes, coaches, and parents by executing the programs in positive, purposeful, and professional ways.

With support from Rugby Alberta, the Head Coaches 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 Rugby Alberta programs are a reflection of the Alberta Way.

Job Requirements

- NCCP Level 3 Certified is preferred, Level 2 certified will be considered.
- Rugby Ready and Concussion Management (World Rugby Passport Certificates)
- Experience coaching age-grade or club rugby in Alberta
- Criminal Record Check & Vulnerable Sector Check
- Willingness to implement Rugby Alberta Structure and principles of play to ensure preparation and continuity for players in the Pathway
- Experience in a rugby coaching role or a role that developed technical skills in program design and delivery
- Experience working with and communicating effectively with a number of different people from diverse backgrounds
- Flexibility to travel
- Supervisory skills with delegation of areas of responsibility
- Team building and group dynamics skills
- Dispute resolution and conflict management skills
- Excellent communication and creative problem-solving skills

Job Responsibilities

- Abide by Rugby Alberta code of conduct
- Scout and recruit players during the season
- Run practices leading up to regional and national championships
- Implement Rugby Alberta structure and principles of play
- Provide appropriate guidance and feedback before, during, and after games relative to team performance
- Provide feedback to athletes who do not make the squads
- Provide positive encouragement while recognizing potential pressure points with players and easing back on training accordingly
- Aim for the absolute best for these high-performance athletes, creating an environment of hard work, encouragement, and positive reinforcement of boundaries and personal expectations
- Contribute to the overall management of the program by taking part in meetings and other activities as needed; and keep up to date with industry best practices and attend any training or undertake development opportunities as needed
- Work collaboratively with the Rugby Alberta 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 Play Safe protocol of 'Recognise and Remove' at all times and promote a culture of disclosing injury and symptoms of concussion
- Attend the 2024 Alberta Regional Championships (ARC) 15s Canada Day Long weekend (location TBD)
- Head Coach team at the Canada Summer Games in Newfoundland in August 2025

The following skills and abilities will help the Coach succeed in the role:

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- Strong leadership skills and ability to inspire
- Empathy and understanding of individual needs
- Awareness of cultural differences and supportive of athletes of all backgrounds
- Ability to identify and develop strong relationships at all levels
- Effective written and verbal communication skills
- Strategic analytical and problem-solving skills
- Professional manner and approach
- Self-motivated with an ability to work unsupervised

Responsibilities of the position include but are not limited to:

- Design practice plans to address technical deficiencies of players
- Develop Key Performance Indicators with each player
- Deliver regular feedback/reviews/previews of training sessions and fixtures
- Provide both practical and theoretical sessions to individuals, units, or teams within the performance pathway as required

Application Process Please submit the following and follow these instructions:

1. Resume (in PDF format, titled “[Resume - FirstName LastName]”)
2. Cover Letter (in PDF format, titled “[Cover Letter - FirstName LastName]”)
3. Two references who can speak to your skills and experience

Interviews will be conducted by Rugby Alberta staff through video conferencing technology. The closing date for these positions is November 14, 2024. Please specify what age group and gender you are applying for with your cover letter.

If you have any questions about this role, please contact Rugby Alberta Director of Rugby Operations Peter Houlihan at p.houlihan@rugbyalberta.com.



October 29th 2024

Regards,

Peter Houlihan
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