



# Rugby Canada High Performance Coaching Positions and Selection Criteria

<b>RC Head Coach / Program Director 7's &amp; 15's (NSMT / NSWT)</b>	Appointed by Rugby Canada as full time staff.
<b>RC Assistant Coach 7's &amp; 15's (NSMT / NSWT)</b>	Appointed by Rugby Canada as full time staff.
<b>RC Academy Manager / U20 Men's Head Coach</b>	Appointed by Rugby Canada as full time staff.
<b>RC Head Coach (Age Grade Programs)</b>	Appointed by Rugby Canada.
<b>RC Assistant Coach (Age Grade Programs)</b>	Appointed by Rugby Canada.
<b>RC Competition Coach</b>	Appointed by Rugby Canada the Competition Coach is a highly qualified and internationally recognized rugby individual brought in to work with national teams on specialist contracts. These are coaches from outside of Canada with specialist rugby backgrounds that will provide both players and RC coaches with technical support at the highest level.
<b>RC Associate Coach</b>	Appointed by Rugby Canada the Associate Coach is a skilled and accredited coach based in Canada that will be provided with a contract, honorarium and travel expenses to work with national team programs as technical support.
<b>RC Guest Coach</b>	A Guest Coach is a skilled coach invited to work alongside Rugby Canada's high performance staff in and around camps and games to assist with athlete training and selection. There is no honorarium for these positions however a program may opt to support a guest coach with travel costs to attend an event if it fits within the program budget
<b>RC Development Coach</b>	A Rugby Canada Developmental coach is a coach who is invited to work with a program as a professional development opportunity. Development coaches are appointed by Rugby Canada and must meet the minimum standards of the position. (see RC Coach Development Pathway) There are no funds allocated to RC development coaches from Rugby Canada.
<b>Observational Coach</b>	Rugby Canada will open up numerous opportunities for local coaches to come in and observe national team camps. Observational coaches will need to apply to the RC Coach Development Manager to make sure the camp in question is open for coaches to attend.

# SELECTION POLICIES FOR HEAD, ASSISTANT AND DEVELOPMENT COACHING POSITIONS WITH RUGBY CANADA'S NATIONAL PROGRAMS.

## Head Coach

All head coach positions for National team staff will be appointed by Rugby Canada and will be done so with a formal application and interview process. These positions will be posted in advance with clear job descriptions for coaches to apply with an applicable resume.

## Assistant Coach

The High Performance Manager, Coach Development Manager and the appointed Head Coach of the designated program will review all applications for assistant coach positions. While the Head Coach will be encouraged to put names forward for his / her preferred assistant coach, it will ultimately be Rugby Canada's jurisdiction to select the most appropriate candidate for these positions.

## Developmental Coach

The following will be the process for nomination or application for Developmental Coach positions for Rugby Canada Programs

1. National Team Managers to identify all camps that invited Development Coaches can attend for professional development.
2. The Rugby Canada Coach Development Manager will maintain a register of eligible Development coaches. This register will be developed with significant input from the High Performance Manager and Provincial Unions. National Team Coaching Staff are encouraged to bring potential Development coaches to the attention of the High Performance Manager and the Coach Development Manager to ensure they are considered for the Development Coach roster.
3. All Development Coach applicants will be reviewed by the Rugby Canada High Performance Manager and Coach Development Manager in terms of coach accreditation and coaching resume for suitability.

**Note:** All Development coaches must be a minimum of NCCP Level 2 **Certified** or Competition Introduction **Certified**. Candidates who are NCCP Level 3 certified (NCCP / IRB) or who are engaged in the New NCCP Competition Development context will be given priority if proven to be a suitable candidate.

4. The High Performance Manager will liaise with the National Team Head Coach for the final selection of Development Coaches for the respective national programs.
5. The National Team Head Coach will liaise with RC Coach Development Manager to create a professional development plan for incoming Development coaches to provide a strong learning experience. Coach mentors may be provided for specific team camps.
6. Rugby Canada HP Manager will notify all successful candidates of their acceptance as National Team Development Coaches.
7. The Rugby Canada Coach Development Manager will contact the successful Development coach to implement the agreed professional development plan prior to the start of any camp to maximize the learning experience.

**Note:** All Development Coaches will be debriefed and evaluated after each national team camp to ensure professional development and learning has taken place in accordance to their development plan.

All Development Coaches will have access to an appointed Rugby Canada coach mentor to assist in their personal coach development during their enrolment in national team programs.

**It is important to note that all coaches applying for positions with National teams must, where possible, be actively coaching at levels higher than club or High School. Rugby Canada will work closely with Provincial Unions to select coaches that are demonstrating their coaching skills at a higher level and who are actively coaching at the time of application.**