



## **JR16364 Head Coach, Men's Rugby**

**University of British Columbia**

**Athletics and Recreation**

**Full Time | Term | Vancouver Campus**

### **Job Summary**

The Head Coach, Men's Rugby is responsible for the coaching, management and coordination of the Men's Rugby program. The objectives are to provide opportunities for athletically talented rugby players and develop them to their fullest potential as student-athletes. This position is responsible for operating under USPORT operating bylaws, University policies, and the values and objectives of the Varsity Program and Athletic Department.

UBC is committed to supporting the best possible environments for working, learning and living where respect, civility, diversity, excellence and inclusion are valued. The Head Coach, Men's Rugby reports to the Director of Athletics, Student Services. This role interacts with other departmental, faculty and on campus/off campus stakeholders.

### **Organizational Status**

Athletics & Recreation (A&R) is a department within the VP Students portfolio, with a strong focus on creating an exceptional UBC student experience. The A&R Department has a team of approximately 125 employees, and is led by a strong cross-unit management team. It services over 20,000 students through recreational programming, 26 varsity teams, and 13 competitive clubs along with thousands of members of the UBC community.

### **Work Performed**

- Responsible for the coaching, management, and coordination of the Men's Rugby program.
- Responsible for the effective selection, leadership, mentorship, and evaluation of assistant coaches and other team personnel.
- Responsible for the recruitment of highly skilled student-athletes.
- Responsible for the management and oversight of competitive club and development programs currently under the umbrella of the UBC Rugby Program.
- Responsible for the development and delivery of an annual performance plan and 5-year program plan as required.
- In conjunction with the Director of Athletics, Student Services, responsible for orienting student-athletes to the policies and regulations of the University, Department of Athletics and Recreation, CUMRC, and U SPORTS.
- Develop and lead team fundraising initiatives. Includes the management of the fundraising plan, budgeting, and tracking of goals.
- Liaises with the Men's Rugby Alumni Council on an agreed schedule, including providing regular updates on financial accounts and scholarship commitments.
- Works with the Senior Director of DAE, Athletics and Recreation and other members of the DAE team to support donor and alumni initiatives (e.g., Thunderbird Scholarship Breakfast, newsletters)
- Works with the Director of Athletics, Student Services in competition scheduling and program development.
- Fiscally responsible for preparing and managing all UBC Men's Rugby budgets as directed by the Director of



THE UNIVERSITY OF BRITISH COLUMBIA

#### **Athletics & Recreation**

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Athletics, Student Services.

- Performs administrative duties in conjunction with the Varsity administrative units in regards to travel arrangements, student-athlete financial awards, housing, and eligibility requirements.
- Ensures student-athletes to maintain and develop good academic standing and monitors and assists student-athletes with academic progress.
- Works with the Senior Manager, Sports Medicine and Sports Science in delivery of related programs for the Varsity team.
- Liaise with the Integrated Support Team (S&C, Nutrition, Analytics, Athletic Therapy) in support of delivery of Sport Science and Sport Medicine programming.
- Works with Sr. Manager, Communications and Media Relations and other members of the Communications team in conducting interviews and player information for media guides and website.
- Cooperates with Manager, Sport Marketing and Promotions and other members of the Marketing team in developing materials and supporting initiatives designed to market and promote the rugby program.
- Engages in developing and leading delivery of rugby specific, varsity athlete supported community engagement initiatives as required. These could include High School development, performance academies and summer camp programming.
- Attends department and coaches' meetings and participates in the management of the department as required.
- Participation in provincial and national programs and community events is encouraged to enhance coaching advancement as well as the impact of the UBC Rugby program.
- Project a positive image of the student-athletes, program and the department.
- Performs other duties as required.

### **Consequence of Error/Judgement**

This position represents the UBC Men's Rugby Program, the students and the University. Incorrect decisions / judgment will directly affect the Department and UBC's reputation within the community at large. The Men's Rugby program must be managed with the utmost of integrity so as to positively impact not only the University but also the alumni who are associated with the Men's Rugby program. Works within broad mandates. Work is reviewed in terms of fulfillment of mandates and achievement of program goals.

### **Supervision Received**

Reports to the Director of Athletics, Student Services on a daily basis and is responsible to the Managing Director, Athletics and Recreation. The supervisor gives guidance and direction to the position, but the execution of responsibilities is solely that of the incumbent. The incumbent is expected to work independently as well as with the A&R department units in a collaborative and professional environment.

### **Supervision Given**

Part-time / volunteer assistant coaches, student-trainers and student-athletes.

### **Minimum Qualifications**

- Willingness to respect diverse perspectives, including perspectives in conflict with one's own
- Demonstrates a commitment to enhancing one's own awareness, knowledge, and skills related to equity, diversity, and inclusion





### **Preferred Qualifications**

- Minimum Coaching Certification: NCCP Competition Introduction Certified, World Rugby L2 Certified, or equivalent
- Minimum of five years coaching experience and a proven track record of success preferably at the University or national level, or equivalent.
- Bachelor's degree or equivalent preferred.
- Excellent leadership skills and ability to recruit.
- Knowledge of academic system at the University.
- Ability to communicate effectively and efficiently.
- Proven track record, and a leadership style characterized by enthusiasm, integrity and discipline
- Strong organizational, administrative and computer skills.
- A proven record of integrity, high principles, and demonstrated skill in developing and motivating student-athletes both academically and athletically.
- A pleasant personality together with a positive attitude.
- Strong interpersonal and communication skills and the ability to work effectively with a wide range of constituencies in a diverse community, including the Men's Rugby community.
- Ability to foster a cooperative work environment, get along and work well with members of the department, supervisors and other employees of the University.
- Must provide a valid and clear Criminal Record Check - Vulnerable Sector Check

### **Additional Assets**

- NCCP Competition - Development Certified or equivalent
- Master's degree is an asset

### **How to Apply**

Please submit your application through the [UBC Careers page](#).

Posting End Date: 11:59pm on March 21, 2024

