



## **POSITION DESCRIPTION**

**CANADA RUGBY LEAGUE ASSOCIATION (CRLA)  
CANADA WOLVERINES – NATIONAL MEN’S TEAM HEAD COACH**

**JOB TITLE:** Canada Wolverines - National Men’s Team Head Coach

**PERIOD OF APPOINTMENT:** Two Years with an option for extension

**TYPE OF POSITION:** Part Time, Voluntary

**The Canada Rugby League Association (CRLA)** is the governing body for the sport of Rugby League Football in Canada. Founded in 2010, the CRLA organizes the Canada Wolverines the national men’s and Canada Ravens women’s rugby league teams and supports the development of the game through the country’s domestic and junior competitions.

### **GENERAL DESCRIPTION:**

The Canada Wolverines Head Coach will take the lead role in the management of the team and will take overall responsibility for the demonstrating leadership around the technical and tactical development of the team’s players for selection and for the team’s management personnel.

The Head Coach plays a pivotal role in the Canada Wolverines National Men’s representative team by living and promoting the values of the Canada Rugby League Association - Leadership, Integrity, Excellence, Innovation, Fun, Accountability, Respect and Passion.

### **ROLE OF HEAD COACH**

The Head Coach is be required to select (in conjunction with additional selectors appointed by the CRLA) the Canada Wolverines National Men’s Team in accordance with the policies and guidelines adopted by the CRLA. The person appointed to this role will be required to coach, manage players, plan programs and manage high performance training sessions.

The role will be viewed as being an integral and significant element of the high-performance player pathway process.

The position will involve a commitment to aspects of high-performance player development and talent identification (TID) as well as consultation with Provincial and local and overseas Club and Representative Team Head Coaches.



## **CORE RESPONSIBILITIES AND PRIORITIES**

The Canada Wolverines Head Coach will perform the following roles and/or delivering the following outcomes.

- Select the Canada Wolverines National Men's team (in conjunction with the CRLA Board)
- Coach the team for camps, international fixtures, tours and competitions
- Provide leadership (in conjunction with the CRLA Board) and participate in talent identification and development programs for women's and juniors.
- Provide the CRLA with accurate player assessments, highlighting ability, potential and recommending areas of development.
- Provide the CRLA with end-of-tournament/competition reports.

## **KEY ACTIVITIES:**

1. Select the Canada Wolverines National Men's Team (in conjunction with the CRLA)
  - Identify all players in contention for selection, utilising selection networks and viewing opportunities (camps, competitions, tournaments) to ensure the most thorough possible identification and screening of players.
  - Consult with the CRLA coaching staff, Provincial and local and overseas based Club and Representative coaching staff.
  - Adhere to the CRLA TID and selection policies and processes that address the geography of Canada and the seasonal variations of Rugby League in Canada.
2. Coach the team for camps, international fixtures, tours and competitions.
  - Work cooperatively with the team's coaching staff and CRLA Board.
  - Liaise directly with the CRLA and RLIF to ensure all players are registered, available and eligible for selection.
  - Provide leadership of the team and team management through effective interpersonal communication and the ability to address difficult problems and decisions appropriately.
  - Help to establish and ensure adoption by the team and team management of a team vision, values, standards and protocols that fit within the goals of the CRLA.
  - Demonstrate personal credibility, honesty, high integrity, and show an ability to handle pressure and stress appropriately.
  - Undertake and record player performance expectations with each player before the campaign.
  - Provide regular performance and development review feedback to each player with reference to match analysis information during the campaign.
  - Provide technical and tactical coaching to individual players, mini-units and the team as appropriate.
  - Use and facilitate the use of technical specialist coaches where required.



- Develop well-structured training sessions that provide individual and team progression in all fundamental, tactical and technical areas of the game.
  - Work closely with the team strength and conditioning coach to ensure that the players are provided with an appropriate fitness and training program to attain the required level of fitness.
  - Ensure that, following consultation and advice from the team's medical staff, each player's welfare, health and safety is always given priority.
  - Utilise available technologies to analyse, understand and develop individual and team performance, and conduct in-depth analysis of individual players, the team and the opposition.
  - Develop appropriate game plans, review and measure individual and team performance against these plans.
  - Remain up to date with modern game development, including new laws and their impact on the game.
  - Develop team protocols and standards with input from staff and players, and ensure these are maintained, and deal effectively and appropriately with any breach or conflict.
  - Ensure that the team maintains an appropriate standard of discipline both on and off the field.
3. Provide leadership and participate in talent identification and development programs for Men's, Women's and Junior's Rugby League
- In conjunction with CRLA staff, schedule, plan and promote player development opportunities across Canada.
  - Work co-operatively with Provincial Coaches and local and overseas based Club and Representative Coaches to plan and promote player development opportunities.
  - Contribute constructively to any review or policy work and administrative matters relating to the Canada Wolverines team selection, the team program or other high-performance matters, as requested by the CRLA Board.
  - Provide advice to coaches and/or selectors of other CRLA national teams and/or Provincial or local Club Coaches on the ability, performance and fitness of players selected in your Team as requested.
  - Develop relationships/networks with Provincial Coaches and local and overseas based Club and Representative Coaches and other coaches to contribute to the development to players and the game and the creation of a pool of knowledge and practice for the benefit of Rugby League in Canada.

## **LEVEL OF AUTHORITY**

### **Structure**

Reports to: The Canada Wolverines Head Coach will report directly to the CRLA Board who will be responsible for sanctioning men's international games, and management (including financial management) of Canada Wolverines team games, tournaments and tours.

Number of Direct Reports: TBC



Works closely with internal support staff including: Athletes, Assistant Coaches, Team Management, Provincial and Local and Overseas based Club and Representative Coaches, the CRLA Board, Marketing / Communication and Sponsorship related staff.

Works closely with external partners including Alberta Rugby League (ARL), British Columbia Rugby League (BCRL), Ontario Rugby League (ORL), Rugby League European Federation (RLEF), Rugby League International Federation (RLIF), Media and other National Rugby League organizations.

## **DESIRED QUALIFICATIONS / SKILLS**

### **Personal Attributes / Values**

The Canada Wolverines Head Coach will be a person who has:

- An ability to work independently without supervision but in accordance with documented policy and procedure guidelines.
- A record of working as a team member, as well as a history of performing in situations that require self-leadership and initiative.
- An ability to balance team / athletes needs and goals with those of the administration of the CRLA.
- A background that displays people management and people leadership skills and attributes.
- A background that displays excellent stakeholder relations and workplace co-operation.

### **Key Competencies**

The Canada Wolverines Head Coach will demonstrate a high level of knowledge, skill and abilities in the following areas:

- Knowledge and/or experience of National/International sport that may have been gained from a coaching, playing or administrative background, or some other involvement within the game that has required the individual to understand the needs of athletes, coaches, performance environments, etc.
- Excellent organizational and planning skills
- Computer literacy especially with internet, spreadsheets, word processing and presentation applications.
- Knowledge and understanding of marketing, communications and public relations.
- Be able to demonstrate good interpersonal and conflict resolution skills during interactions with others including, but not limited to, Board members, Provincial governing bodies, administrators, coaches, players, media and sponsors.
- Be able to demonstrate how they have complied with good governance and have sought to improve governance where required.



## Education and Experience

The Canada Wolverines Head Coach has developed a foundation for this position through:

- Advanced level coaching accreditation accompanied by recent experiences as a high-performance coach including:
  - An up-to-date Level 3 (or higher) Rugby League coaching qualification issued by the Rugby Football League (RFL), or High-Performance Coach Accreditation from the National Rugby League (NRL) or other national rugby League governing body high performance coach accreditation.
  - The minimum acceptable coaching qualification is Level 2 or Senior Club Coach (either rugby league [preferred] or rugby union) issued by an appropriate national governing body or equivalent.
  - Experience: ideally candidates will have experience coaching a national rugby league team (women's, men's, or junior). The minimum acceptable experience is no less than 5 years acting as head coach of a senior rugby team (preferably a senior rugby league team).
- High-level performance analysis skills.
- Evidence of recently upgraded accreditation, recent attendance at coaching workshops or evidence of other forms of self-education that displays currency as a coach and as someone who continues to seek further development as a coach.
- Knowledge and experience at managing assistant coaches and working co-operatively with team managers, strength and conditioning coaches, team medical staff and performance analysis personnel.
- An understanding of current best practice and a history of performing best practice as it applies to rugby league coaching.
- A thorough knowledge of developments in High Performance Rugby League around the world.
- Demonstrated evidence of an ability to understand, support and implement development plans.

## IMPORTANT

This is an open position and, as such, is subject to relevant discrimination policies including those from the CRLA, the RLEF, the RLIF, Canadian Provincial and Federal governments.

Whilst the Nominations Committee seek suitable candidates, and during CRLA Board review of nominations, every effort shall be taken to avoid discrimination based on race, gender, sexual orientation, age and any other factors/traits detailed in above mentioned discrimination policies.

Candidates will be subject to the CRLA Screening Policy which requires provision of two references.

As it is considered possible that the Canada Wolverines National Men's Head Coach will come into contact with vulnerable persons (e.g. players aged under 18), vulnerable sector or similar police checks (from all countries that candidates have resided in since reaching age 18) will be required prior to appointment.



## APPLICATION PROCESS

All applications are due by midnight (EST) on May 30, 2020.

We thank all applicants for their interest however only those applicants selected for further consideration will be contacted.

Interested applicants should submit their resume and cover letter, in confidence, (in one PDF document) to all of the following the CRLA Nominations Committee members;

- Andy Blackburn [andyblackburn@shaw.ca](mailto:andyblackburn@shaw.ca)
- Paul Buchanan [paul\\_buchanan1963@outlook.com](mailto:paul_buchanan1963@outlook.com)
- Janai Haupapa [ahaupapahome@gmail.com](mailto:ahaupapahome@gmail.com)

SUBJECT: Head Coach, Canada Wolverines National Men's Team Coach

The selection review process will commence immediately after this date. No phone calls please.