



**Posted on: October 31, 2024**

<b><u>Position Title:</u></b>	<b>Head Coach – Women’s Rugby Program (Athletics &amp; Recreation)</b>
<b><u>Vacancy Status:</u></b>	Open
<b><u>Compensation:</u></b>	Annual stipend commensurate with experience and departmental standards
<b><u>Employment Definition:</u></b>	Contractual (not full-time)
<b><u>Supervision:</u></b>	This position reports to the Assistant Director, Sport & Student Engagement and is responsible to the Director, Athletics & Recreation
<b><u>Position Start Date:</u></b>	As soon as possible

Trent University respectfully acknowledges it is located on the treaty and traditional territory of the Michi Saagiig Anishnaabeg. **We offer our gratitude** to the First Peoples for their care for, and teachings about, our earth and our relations. May we honour those teachings.

#### **Trent Excalibur**

Trent University competes in Ontario University Athletics (OUA) and USports. Trent Excalibur student-athletes have competed in interuniversity competition for over 50 years. Our over 40 coaches and 300 student-athletes are dedicated to the pursuit of excellence both academically and athletically. Trent has produced many Academic All-Canadian student-athletes who have attained an average of 80% or higher while participating in sport.

There are twelve Excalibur high performance sport programs competing in the OUA with the goal of consistently reaching the national championship level. A complete overview of the Trent Excalibur program can be found at [www.trentexcalibur.ca](http://www.trentexcalibur.ca).

The ideal candidate is a motivated leader who is committed to leading the program to national prominence and focused upon student-athlete wellbeing, recruitment and retention, community engagement, and development of rugby both locally and regionally.

#### **Responsibilities**

The Trent Excalibur Women’s Rugby Varsity Head Coach, reporting to the Assistant Director, Sport & Student Engagement, and responsible to the Director, Athletics & Recreation, will join an athletics program that is committed to student-athlete development and excellence, as well as coach leadership and development. Trent Athletics is dedicated to a culture and sport programs that are positive and supportive on and off the field of play.

This position is responsible for providing exemplary leadership to the Women’s Rugby program. This is established through the coaching, recruitment, retention, and ongoing student-athlete support required to form and lead a competitive and successful team, while equally promoting academic success for the student-athletes.



This position establishes and maintains the level of professional relationships that support exceptional collaboration with stakeholders including students, alumni, parents, faculty, and the community. There is a significant in-season workload that requires the successful candidate to be able to work under pressure in a fast-paced environment, while multi-tasking to meet competing deadlines.

It is also a high-profile position and is very visible and influential in the University, the community, and within the OUA. Potential candidates must recognize the responsibility that comes with this role and ensure that their conduct reflects positively on Trent University, the Athletics & Recreation Department, and the Excalibur team as a whole.

### **Accountabilities**

1. Coach and lead a competitive high-performance program.
2. Develop and execute a short- and long-term plan for recruitment and retention of skilled and academically qualified student-athletes to the Women's Rugby program.
3. Develop and implement an annual high-performance program plan that fosters student-athlete development and team success and communicate this to the Athletics & Recreation Department.
4. Plan and implement player periodization training and evaluation methods that are current and individualized.
5. Communicate in a timely manner with student-athletes, Athletics & Recreation staff, prospective recruits, parents, and other stakeholders.
6. Responsible for all team tactical and technical preparation for games and practices.
7. Provide appropriate awareness and concern for student-athletes' academic performance and monitor academic progress in order to provide direction for assistance when and where needed.
8. Steward team financial fundraising accounts including the development of a five-year budget plan and the management of team and related accounts, monitor expenditures and develop appropriate reporting tools. Ensure all processes align with and adhere to Trent University and Trent Athletics policies.
9. Collaborate with the Senior Development Officer, Athletics and Director, Athletics & Recreation, on the development of donor and sponsor engagement opportunities.
10. Select, coordinate, and manage Assistant coaches, team support personnel or volunteers that support the Women's Rugby program.
11. Support and act in accordance with the strategic direction and initiatives of the Athletics & Recreation Department and Trent University.
12. Monitor and administer facility and equipment needs for the program.
13. Collaborate with the Athletics & Recreation Department to ensure liability and risks associated with the Women's Rugby program are managed effectively.
14. Exhibit exceptional character and maintain high personal standards of behaviour and conduct to serve as a role model and mentor to support the positive development of student-athletes.
15. Required to understand and be compliant with all Trent Athletics & Recreation, Trent University, OUA policies, procedures, rules, and regulations, including, but not limited to, the Trent Excalibur Code of Conduct, the OUA Code of Conduct, the Universal Code of Conduct to Prevent and Address Maltreatment in Sport, and Safe Sport policies.



16. Serve as a leader and valuable resource person within the profession, the community and within the sport.
17. Collaborate with other coaches and staff in support of the overall mission and strategic direction of the Trent Athletics & Recreation Department.
18. Represent Trent Athletics & Recreation at various rugby meetings as required.
19. Participate in Trent University's Open House events and student-athlete orientation programs.
20. Perform other duties as assigned.

### Qualifications

1. **All OUA Rugby Head Coaches must be fully certified Level 1.**
2. Provincial and/or national coaching experience is a desirable asset.
3. Outstanding character, integrity, passion, and a commitment to excellence.
4. Minimum of 3 years of coaching experience at a high-performance level in rugby, preferably at the College, University, Junior or professional level.
5. Demonstrated success as a rugby coach, preferably at the senior amateur or post-secondary level.
6. Women's Rugby head coaching experience is preferred.
7. Demonstrated commitment to coaching professional development.
8. Willingness and ability to work flexible hours including evenings and weekends.
9. Experience working in an academic setting is an asset.
10. Satisfactory completion of a Criminal Records Check including a vulnerable sector screening is required for this position prior to the commencement of any duties.

### Skills

1. Ability to lead, grow and motivate a high-performance team.
2. Superior ability to develop and maintain respectful, supportive, and collaborative relationships with others whether as a peer or as a coach.
3. Strong appreciation for understanding of, and sensitivity towards the needs of a diverse body of students and student-athletes.
4. Exceptional communication skills (including written, verbal and presentation) with strong teaching and technical skills.
5. Demonstrates a commitment to enhancing one's own awareness, knowledge, and skills related to equity, diversity, and inclusion.
6. Ability to establish medium to long-term goals and vision.
7. Strong leadership and interpersonal skills with the ability to work effectively within a team environment.
8. Demonstrated ability to work on multiple projects with competing demands to meet deadlines.
9. Budget planning and management.
10. Strong creative thinking and problem-solving skills.
11. The ability to mentor, motivate, and develop the potential of student-athletes in the context of competitive sport, while fostering positive work and learning environments will be critical.
12. Ability to recognize and support student-athletes based on individual needs.



**Compensation and Benefits**

This position is compensated through a stipend in line with our compensation structure for non-full time coaches.

**Closing Date for Applications:**

Friday, November 15, 2024; 4:00 p.m.

**To Apply:**

Interested candidates should forward their cover letter and resume by e-mail to Sarah Batley, Assistant Director, Sport & Student Engagement at [sbatley@trentu.ca](mailto:sbatley@trentu.ca) (Microsoft Word or Adobe PDF). Please note your full name and the position title in the subject line of your e-mail (i.e. First and Last Name – Position Title). No phone calls please.

**Trent University is actively committed to creating a diverse and inclusive campus community and encourages applications from all qualified candidates. Trent University offers accommodation for applicants with disabilities in its recruitment processes. If you require accommodation during the recruitment process or require an accessible version of a document/publication please contact [varsity@trentu.ca](mailto:varsity@trentu.ca).**

*While Trent Athletics & Recreation Department appreciates all applications, only those applicants considered for an interview will be contacted.*