



## RUGBY CANADA – HIGH PERFORMANCE DIRECTOR

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### WHY RUGBY CANADA

Rugby Canada is the national sport organization for rugby union with the purpose of inspiring the nation on the global stage and to lead, govern and support the game of rugby across Canada.

Rugby Canada launched a new strategic plan in December 2023, built around the ethos of One Squad. With that new strategic plan in place, Canada's national teams have qualified for the 2027 Rugby World Cup in Australia, earned Silver at the Paris 2024 Olympics and finished runner-up at the Rugby World Cup 2025 in England. All of this has been achieved whilst operating with one of the smallest budgets of any major union in the world.

Rugby Canada is now looking for a High-Performance Director to work alongside CEO Nathan Bombrys in furthering the One Squad ethos and executing the vision set out in the strategic plan to bring further on-field success and rugby opportunity to Rugby Canada's teams and players.

### THE OPPORTUNITY & ROLE

This is a critical leadership role, with responsibility for the performance of Rugby Canada's national and representative teams across both the men's and women's 15s and 7s program. The role will oversee and align the work of head coaches, team managers, coordinators and other operational staff, ensuring delivery across logistics, strategy and execution in a high-performance context.

Success will be measured through both on-pitch outcomes and the financial sustainability of Rugby Canada's performance operations. With a clear strategy and technical model already in place, the focus now is on delivery, executing to a high standard while recognising and adapting to the realities of the current environment. The right candidate will bring fresh thinking and a problem-solving mindset, matched with a sense of grounded optimism and a clear understanding of the scale of the task.

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With the blueprint now set, the focus turns to finding the master builder, someone with deep expertise in leading and embedding high-performance systems. They will understand the mindset and behaviors needed to build a world-class environment and have the tools to develop those around them. Creating space for learning and growth, they will lead a culture that embraces challenge and sees setbacks as opportunities to move forward together.

They will look across the programs, 15s and 7s, men's and women's, and bring clarity, connection and consistency. This will include developing people and systems, uniting resources, and building capability across the performance pipeline, with particular attention on coach and staff development.

Above all, they will be someone who brings people in, someone who connects players, staff and stakeholders to the wider vision. They will engage and influence across regions and borders, bringing domestic and overseas players into the fold, and lead a joined-up approach across national and regional training centers, ensuring alignment and shared standards wherever the jersey is worn.

### Key Performance Indicators

- Execution of the High-Performance Strategy that sits within Rugby Canada's Strategic Plan
- Accountable for National Team results across Rugby World Cups, Olympic Games, international matches, and tournaments
- Identify the best opportunities for programs across each performance block, to include Olympic Games, Rugby World Cups, WXV Global Series, Pacific Nations Cup, Pacific Four Series, HSBC SVNS World Series and other international tournaments
- Set the most appropriate targets based on opportunity and strategic aims
- Prioritize and align resources to achieve the set targets
- Achievement of results against the set targets
- Execute our Technical Model for National Team Pathway within the High Performance Strategy, national and regional academies, talent identification, recruitment, and development

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- Creation and execution of the Rugby Canada Elite Coaching Pathway and the Development of Canadian coaches
- Development of Canadian Match Officials, including targets to develop and maintain the careers of Match Officials at the top levels of the game domestically and internationally in collaboration with World Rugby High Performance Match Officials

### Key Responsibilities

- Work in collaboration with the CEO to execute the Strategic Plan for Rugby Canada
- Lead the execution of the High-Performance Strategy
- Build a culture of excellence, innovation and learning that supports the growth and improvement of our teams, players, coaches, officials, and staff
- Support the professional and personal growth of Canadian national team players to enable them to achieve their potential as players and as people
- Lead on the execution of the multi-year Collective Agreement with the Canadian Rugby Players Association
- Lead the recruitment of the very best players to participate and develop through High Performance Pathways
- Lead the recruitment, development and retention of people driving Rugby Canada's High Performance
- Lead communication, planning and reporting to all Canadian Sport system partners (COC, OTP, Sport Canada, CCES).
- Provide leadership and oversight to the head coaches of the National Team Programs and the rugby environment and logistics staff
- Work with Finance to establish appropriate budgets and exercise sound financial management
- Work within the wider Rugby Canada organization, including Finance, Revenue, Rugby Services and Governance, and acting as a leader and teammate to the full organization
- Regular national and international travel will be required

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- Build a close working relationship with the CEO based on mutual trust and respect
- Demonstrate and perpetuate the core values of Rugby Canada: INTEGRITY, UNITY, FUN, COURAGE and RESPECT

## Management

- Lead the staff, coaching and support structures of the Player Development and Pathways programs
- Lead the execution of the Technical Model to deliver best-in-class Pathway programs driven by quality systems and processes
- Ensure Rugby Canada coaches and high-performance staff practice continuous learning to stay forefront of the latest trends and developments within rugby to incorporate this thinking into the High-Performance strategy
- Monitor Rugby Canada policies and procedures as they apply to Performance Rugby
- Monitor all High-Performance Rugby programs and operations by establishing KPIs that are aligned to the Strategic Plan
- Ensure all High-Performance Rugby Staff have their necessary up-to-date qualifications and adhere to Rugby Canada's Safe Sport policy.

## Budgetary Responsibilities

- Work directly with the Finance team to prepare, manage, and monitor budgets for high-performance rugby programs
- Collaborate with Rugby Canada staff to prepare funding applications and fulfil reporting requirements for funding partners (i.e. World Rugby, Sport Canada, and OTP).
- Accountable for managing and adhering to the High-Performance Budget

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## Public Relations

- Work with the Marketing and Communications Team to promote the profile of Rugby Canada, nationally and internationally
- Ensuring team information is provided in a timely manner to the Marketing and Communications department
- Work with Rugby Canada and the Players' Association to ensure the players fulfil their
- role in promoting High-Performance Rugby in Canada.
- Support Rugby Canada-sponsored events

## Required Skills & Qualifications

- Expertise in High-Performance Rugby or Canadian Sport
- Leadership experience in professional or international sport
- At least 7 years of supervisory experience
- Bachelor's degree or greater from a recognized institution
- Experience in international sport with a relevant organization is considered an asset
- Experience in Microsoft products (Excel, Word, Teams, PowerPoint, Outlook)
- Bilingual in English and French, considered an asset
- Must be legally entitled to work in Canada

As part of the process, the successful completion of a Criminal Record Check and Vulnerable Sector Screening, in accordance with Rugby Canada's Sport Integrity & screening policy.

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## CORE CRITERIA

### CULTURAL FIT

- Will bring a real warmth to Rugby Canada and embrace the Canadian rugby context for what it is, not what it isn't, recognising and being excited by this unique opportunity.
- Will be happy to work in close partnership with the CEO, aware of the knowledge they bring and accepting that there will be times when the CEO will lean into the high-performance space or speak directly with others about high-performance matters.
- Will look to build collective success through alignment and shared principles, ensuring they are 'singing off the same song sheet, particularly when communicating with others.

### LEADERSHIP

- Honest, open, and straightforward, will look to build relationships based on trust. Bringing a grounded leadership style.
- Will under promise and over deliver, whilst being able to inspire as required.
- Will be able to demonstrate and create a sense of control.

### STRATEGIC PLANNER

- Will be able to think strategically, complementing work done by the CEO in this space through an ability to turn strategy into action, planning and implementing ideas.
- Will understand the size and nature of the resources available and be targeted and disciplined in their approach, gaining the maximum impact possible and innovating within parameters.

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## COLLABORATIVE LEARNER

- Will bring a collaborative style focused on integration of opportunities and sharing of knowledge, embracing learning and helping all improve.
- Will bring expertise in developing coaches and be able to help develop a pathway in this space.

## CULTURAL MASTERBUILDER

- Will recognize the need to foster a clear identity for both the organization and Canadian rugby more broadly, bringing with them a track record of having done so before.
- As the blueprint is now set, they will be a master builder, someone who can bring the Technical Model to life and help shape a strong, connected working culture, acting as the glue that keeps people engaged and aligned.

## RUGBY OR CANADIAN SPORT EXPERTISE

- Will bring a deep knowledge of rugby or elite sport in Canada, thereby helping to lessen the rugby knowledge gap in Canada or being the system architect for Rugby Canada.
- Will be comfortable working with Head Coaches and Directors of Rugby across the women's and men's games and bring a strong understanding of high performance.

## RECRUITMENT PROCESS

Interested applicants should express their interest to EPP Global at [apply@eppglobal.com](mailto:apply@eppglobal.com).

We are looking to begin the first interviews with Rugby Canada towards the end of November 2025.

The decision panel will comprise various core and wider team members, many of whom you may meet during the process. We will let you know who you will meet in advance of each stage of the process.

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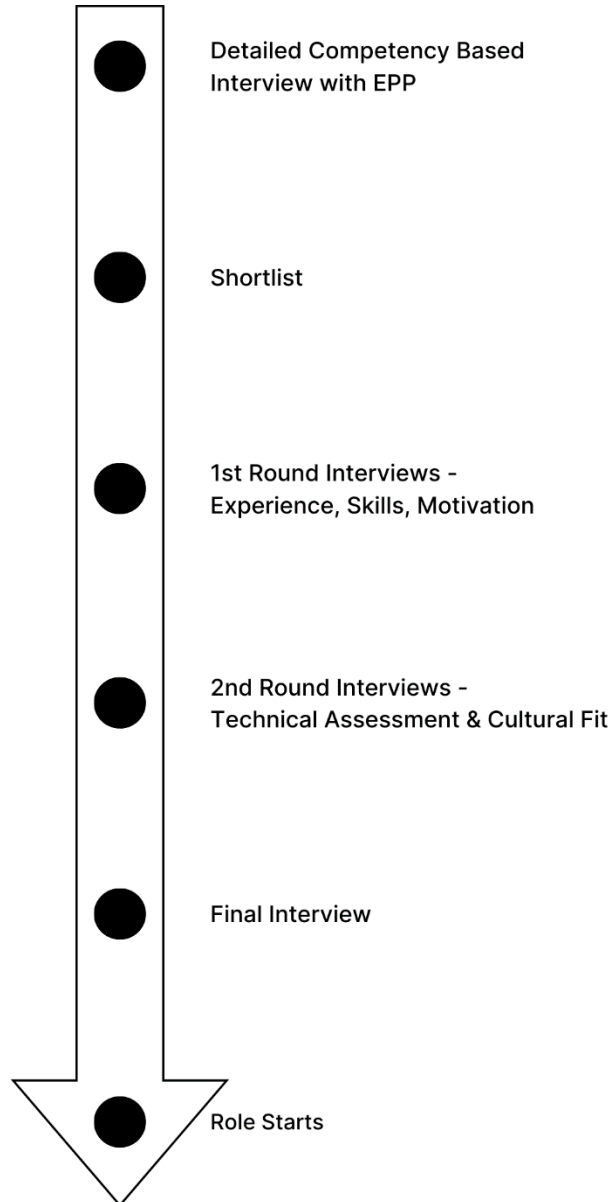
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