



Candidate Brief for the position of
Head Football Coach
 Western University

About Mustangs Athletics

Western Mustangs Athletics has 46 varsity teams competing in U SPORTS and Ontario University Athletics (OUA).

Western University is recognized for its strong academics and diverse sports programs, which emphasize holistic development, community care, and leadership growth for every athlete who wears the purple and white.

Coaching and administrative staff are dedicated to supporting student-athletes in both their academic and athletic pursuits. This includes connecting them with first-rate resources in mental health, sports psychology, strength and conditioning, rehabilitation, sports medicine, and nutrition, while also supporting their academic success.

Mustang athletes consistently excel in the classroom, and Western **regularly ranks #1 or #2 in Canada for the number of Academic All-Canadians**. Western is a destination of choice for student-athletes, and the university takes great pride in their accomplishments.

Beyond competition, Western teams make meaningful contributions to the community through initiatives like **Mustangs Care**, **Mustangs Talk**, and the **Mustangs Athlete Students' Council (MASC)**. Mustang athletes serve as role models, engaging in mentorship, volunteering, and supporting various initiatives on and off campus.

The Head Football Coach is part of an award-winning coaching community, working alongside assistant coaches, training staff, and administrative staff to deliver a high-performance, sustainable, and transparent model that benefits all student-athletes and teams.

The Western Mustangs also boast a **vibrant alumni community** — one of the strongest and most successful athletic alumni organizations in Canada — providing enthusiastic support for student-athletes and coaches.





Career Opportunity

The **Head Football Coach** provides leadership for a nationally competitive football program with the expectation of sustained championship performance. The role demands proven excellence in program building, competitive success, strategic recruitment, staff leadership, and student-athlete development while maintaining full compliance with university policies, Ontario University Athletics (OUA), and U SPORTS regulations. The Head Football Coach reports to the Director, Sport, and will work in collaboration with staff in the division to provide valuable coaching, guidance, and support to student-athletes within a university that strives for excellence in sport and academics.

Mustang Football

Since 1929, the **Western Mustangs** have been a force in Canadian university football — winning eight Vanier Cups (U SPORTS national championships) and 35 Yates Cups (OUA championships). The football program has produced six Hec Crighton Trophy winners (most outstanding player in U SPORTS), and 135 first-team all stars. Four Mustang coaches have won the Frank Tindall Trophy as coach of the year.

The important role you will play

Strategic Program Leadership

- Formulate and direct an exceptional men's football program, integrating it with Western's strategic objectives to provide a transformative and enriching experience for all student-athletes
- Champion a culture of excellence, ensuring the men's football program is synonymous with integrity, inclusivity, and high achievement
- Establish measurable performance standards for players and staff

High-Performance Student-Athlete Development

- Promote the comprehensive growth of student-athletes, encompassing academic success, athletic progress, and overall well-being in line with the OUA, U SPORTS and Sport Integrity Canada standards
- Implement a supportive framework that addresses physical health, mental resilience, and emotional stability, graduation success, leadership development, and prepare athletes for life both during and post their university tenure
- Guide the team in leveraging data-driven insights to refine tactics and achieve superior results

Key Accountabilities

Recruitment and Team Building:

- Lead the creation and execution of a comprehensive recruitment strategy, aimed at attracting and retaining elite student-athletes and skilled coaching personnel
- Foster an environment of mentorship and professional growth, ensuring coaching staff align with Sports & Recreation and the program's values and standards

Collaboration and Partnership Engagement:

- Collaborate with Sports & Recreation leadership and external partners to develop and enact forward-thinking strategies for program enhancement, financial sustainability, and community connection
- Build and maintain strategic alliances with various stakeholders to amplify the program's presence and influence within the men's football and broader sport community
- Initiate and lead community outreach and engagement efforts, establishing the men's football program as a pivotal and positive community contributor

Staff Leadership, Resource Stewardship, and Program Operations:

- Recruit, develop, and retain a high-caliber coaching and support staff
- Foster collaboration with strength and conditioning, sports medicine, academic support, and analytics staff
- Plan and manage the men's football budget

Health, Safety and Risk Management:

- Ensure a commitment to a safe, respectful, and harassment-free environment for all student-athletes
- Champion athlete safety, concussion management, and Safe Sport guidelines and protocols
- Uphold stringent health and safety standards, advocating a culture of awareness and prevention

Required Qualifications

- Bachelor's degree required
- Minimum 7-10 years of progressive football coaching experience, including success at the university level
- NCCP coaching certification (preferred)
- Proven excellence in recruiting high-impact student-athletes
- Strong leadership experience in staff operations and organizational skills to manage a complex budget
- Demonstrated commitment to equity, diversity, inclusion, and Safe Sport principles
- Experience contributing to major gift cultivation or advancement initiatives
- Availability to work evenings, weekends and travel extensively
- Police Vulnerable Sector Check required

Western University - Total Compensation

Western University offers a comprehensive pension and benefits package, and a host of other intangible benefits that distinguish us as an employer of choice. We care about you and making the Western community a place where you can thrive, belong, innovate, and work collaboratively.

Financial Security

- Competitive salary range (\$150-\$200K) — placement within the range will be commensurate with the candidate's experience
- A generous defined contribution pension plan with Western's contributions starting at 8% of salary
- Basic and optional life insurance to protect your loved ones

Health and Wellness

- A comprehensive family health and dental plan, with generous reimbursement for prescription drugs, dental services, vision care, mental health professional services, and more
- A Health Care Spending Account (HCSA) to help with expenses not covered
- Flexible credits that can be allocated to the HCSA or Professional Expense Reimbursement
- An Employee Assistance Program with confidential support to Western employees, their families, and team leaders

Other Benefits

- Paid vacation
- Leadership development programs, plus Educational Assistance for individual learning

The Campus Environment

- Canada's most beautiful campus
- Recent and significant upgrades to Western Alumni Stadium including new artificial turf, seating, track, lighting, locker room renovations, and a new video board
- World-class recreation facilities



A photograph of a university campus during autumn. In the background, a tall, stone clock tower with a red flag on top stands against a cloudy sky. The foreground shows three students walking on a paved path: a man in a black jacket and jeans, a woman in a purple hoodie and jeans, and another man in a white hoodie and dark pants. Large trees with yellow and orange autumn leaves frame the scene. A dark semi-transparent box on the left contains white text.

About Western University

Western is ranked in the top 1 per cent of universities worldwide, so it's no surprise that we take academics seriously. But we also believe a university education is about more than simply acquiring knowledge — it's about the experiences and finding a supportive community that inspires people to do their best and be their best.

Our unmatched student experience and world-class faculty members, services, and programs provide students and employees with unique opportunities to explore their passions, discover their purpose, and positively impact the world.

Western's welcoming campus is an ideal backdrop for people to live, work and learn. Stunning natural surroundings and inspiring indoor spaces offer many opportunities to gather with colleagues, and to collaborate. With downtown London just minutes away, you can also take advantage of the city's lively entertainment, food and sports scenes.

We hope you'll join our community.

Additional Information

How to Apply

This position requires residency in the London, Ontario area. In order to apply, please submit a comprehensive CV along with a covering letter which sets out your interest in the role and encapsulates the aspects of your experience relevant to the required criteria. **Interested applicants are asked to email Jane O'Brien, Associate Vice-President, Human Resources: jobrien@uwo.ca.** Applicants should include the names and contact information of three references with their application. **Deadline for applications is 4 p.m. on December 29, 2025.**

Western Values Diversity

The University invites applications from all qualified individuals. Western is committed to employment equity and diversity in the workplace and welcomes applications from women, members of racialized groups/visible minorities, Aboriginal persons, persons with disabilities, persons of any sexual orientation, and persons of any gender identity or gender expression.

Accommodations are available for applicants with disabilities throughout the recruitment process. If you require accommodations for interviews or other meetings, please identify that when submitting your application.

Contact Details

Inquiries and applications can be directed to: jobrien@uwo.ca

Jane O'Brien
Associate Vice-President
Western Human Resources

