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JOB DESCRIPTION

NEXTGEN / VIKES COACH

- 1.0 DESCRIPTION** NextGen Coach
- 1.1 ORGANIZATION:** Canadian Amateur Rowing Association
(Rowing Canada Aviron)
- 1.2 TITLE:** NextGen / Vikes Coach
- 1.3 JOB CATEGORY & NATURE OF POSITION:** Full time professional – Employment Contract to 31 December, 2020. Renewal subject to performance review October 2020 and funding commitments.
- 1.4 IMMEDIATE SUPERVISORS:** Director of Coach and Athlete Pathway
(Next Gen)
VIKES VARSITY HEAD COACH (VIKES/DTE)
- 1.5 ULTIMATE RESPONSIBILITY:** NextGen HUB Management Committee

2.0 RESPONSIBILITIES AND DUTIES

2.1 GENERAL

The goal of the Next Generation (NextGen) Development Strategy for Rowing in Canada is to improve the quality and quantity of rowers tracking within the high performance athlete development pathway, identified with having the potential to deliver Olympic and Paralympic podium performances

The NextGen / Vikes Coach position will have three core objectives. The first being to provide the required resources and on-water coaching support within a NextGen HUB location to elevate the quality and quantity of athletes within the HUB, appropriate for their stage of development. Critical elements to these required resources will be athlete monitoring practices, the identification of individual performance gaps and performance plans to address the gaps.

The second objective is to play a regional technical management role centred around a targeted high performance athlete and coach list within a given regional catchment. This can include facilitating *Talent Identification* activities with partner clubs, contributing to a regional athlete recruitment strategy with clubs and institutions, hosting performance monitoring camps, liaising with Rowing Canada Aviron (RCA) and Provincial Sport Organization (PSO) staff for coaching development strategies and, driving an enthusiasm around engaging in performance outcomes regionally.

The third objective will be to provide coaching and program leadership support to the University of Victoria Vikes Men's/Women's Rowing program under the leadership of the Vikes Men's/Women's Head Coach. Duties may include athlete mentoring, training program development and oversight, technical leadership, on and off water coaching of specified student-athletes and crews, recruiting and administrative support.

As a guide, the NextGen Coach looks to address the development of the technical, tactical, physical, lifestyle and emotional skills, required for rowers to achieve podium outcomes for Canada at the Olympic and Paralympic Games and/or success as a student-athlete at the University of Victoria. This includes tools and feedback mechanisms to address athlete gaps and development of Individualized performance plans.

The Next Gen/Vikes Coach will work out of an identified NextGen HUB location, which will likely be an institution or club with the attributes and commitment to provide a progressive and stimulated environment for athlete and coach development. The yearly workplan detail will be developed in conjunction with the NextGen HUB Management Committee.

The NextGen Coach will have minimum RCA Coach Certification as recognized by RCA and the Coaching Association of Canada, and be actively pursuing Performance Coach qualifications.

The NextGen Coach shall comply with any and all RCA codes of conduct that relate to his/her activities.

2.2 SPECIFIC

A. NextGen HUB

- a. Provide direct coaching services to the HUB host program as outlined within the MOU with the HUB host.
- b. Provide enhanced training opportunities to athletes in the HUB and located within the region, aligned with the objectives of the NextGen Development Strategy.
- c. Utilize Canadian Sport Institute and RCA technical expertise to advance the DTE within the host program.

- d. Contribute to the Yearly Plan of the Hub host including performance, operational and strategic outcomes.
 - e. Provide a continuous and progressive athlete centered high performance environment and development pathway.
- B. Programming
- a. Providing effective leadership and guidance to the programs, athletes, and coaches of the clubs/schools/institutions within the HUB region.
 - b. Manage an effective outreach program by running monitoring camps and other development activities within the Hub region.
 - c. In conjunction with local clubs/schools/institutions develop and support a regional strategy for delivering Talent ID testing, including optimizing opportunities through programs such as RBC Training Ground.
 - d. In conjunction with local clubs/schools/institutions, develop and support a regional athlete recruitment strategy to promote and maintain athletes within the Athlete Development Pathway.
 - e. Provide direct coaching support to Provincial and/or National Team programs or initiatives according to the annual Hub Plan.
 - f. Promote and engage in the competitive and monitoring activities such as NRC, Speed Orders, RADAR, Provincial Trials etc.
 - g. Ensure that systems are in place to provide appropriate training and competitive opportunities to athletes.
- C. Athlete Pool
- a. Maintain a regional athlete pool based on RCA's High Performance Athlete Development Pathway using Gold Medal Profile standards.
 - b. In conjunction with an individual athletes' club/school/institution coach, use the Gold Medal Profile to deliver a Gap analysis development of an individualized performance plan for identified athletes.
 - c. Facilitate access to CSI or NextGen HUB expertise in the education of and development of the technical, tactical, physical, lifestyle and emotional skills required to become a podium level athlete at Olympic and Paralympic Games.
 - d. Ensure athletes are monitored at an appropriate level for their stage in the pathway, and monitoring results are captured within the correct systems.
 - e. Prepare and submit a regular report on the activities of the NextGen HUB and an update on identified Athletes and Coaches within the HUB region.
 - f. Support the criteria and procedures for measurement and monitoring of athletes' performance.
- D. Coaching Development
- a. Model strategic PSO or National Sport Organization (NSO) initiatives as it pertains to training, technique or sport culture objectives.
 - b. Liaison with regional coaches to ensure they are aware of PSO and NSO coaching development opportunities.

- c. In conjunction with the HUB Management Committee, develop an outreach strategy for the region targeted at providing engagement and development opportunities for regional coaches.
 - d. Actively engage in development opportunities and partake in the formulation of a personal development plan.
- E. Varsity Program (primary focus September-November):
- a. Assists in the organization, promotion, development and coaching of the varsity program.
 - b. Works with the head coach in implementing and supervising of the training programs and in the oversight and operation of the DTE;
 - c. Attends regattas, events, meetings and other activities as required;
 - d. Supports Varsity program and head coach in the development and delivery of student-athlete support programs (technical, physiological, academic, mental);
 - e. Works with the Head Coach to ensure that participating student-athletes meet all University, Varsity and conference regulations and requirements. Encourages student-athletes to maintain and develop good academic standing.
 - f. Supports the head coach in development and implementation of a recruiting plan.
 - g. Supports department and team initiatives (fundraising, varsity events, promotional events, etc).
 - h. Provides administrative support for varsity head coach including assisting with travel plans, special event management (alumni functions, varsity events, etc), fundraising activities and community relations.

3. DEGREES OF SUPERVISION

The NextGen / Vikes Coach shall be accountable to the HUB Management Committee and report to RCA's Director of Coach and Athlete Pathways, with an indirect report to the Varsity Head Coach for DTE and varsity programming responsibilities.

4. POWER OF DECISION

The NextGen Coach shall participate in meetings specific to the job requirements and will be responsible to make recommendations where necessary. The individual will have sufficient authority to act in the daily management of program areas in accordance with the policies, programs assigned to the NextGen HUB. Beyond these limits, the individual is required to have decisions approved by the Director of Coach and Athlete Pathways.

5. Key Performance Indicators

1. Number of athletes transitioning to the National Training Centre from a NextGen HUB affiliated program.
2. Success of the NextGen HUB Host program at regional, provincial and national level events.
3. The number of athletes competing, and their results, at NRC, Speed Orders, Provincial Trials and RADAR affiliated with the NextGen HUB.
4. Positive feedback from NextGen HUB host and NextGen HUB region.
5. Participation in coaching education development initiatives
6. Quality of feedback to identified athletes and coaches.
7. Detailed athlete list of regional HUB athletes pertaining to their technical, tactical, physical, emotional and lifestyle skills.
8. Increase in pool of identified athletes who meet performance standards as established by RCA that show podium potential.
9. Successful delivery of Talent ID sessions with the NextGen HUB partners.
10. Successful recruitment strategy within HUB Host program and region.
11. Varsity program success factors including team and individual student-athlete athletic and academic performance.

This position is subject to available funding. Financial support for this position is provided by Sport Canada, Own the Podium, University of Victoria Vikes Athletics and the Canadian Olympic Committee