



ROWING CANADA AVIRON

JOB DESCRIPTION

SENIOR ASSISTANT WOMEN'S PROGRAM COACH

1.0 DESCRIPTION	Senior Assistant Women's Program Coach
1.1 ORGANIZATION	Canadian Amateur Rowing Association
1.2 TITLE:	Senior Assistant Women's Program Coach
1.3 JOB CATEGORY:	Full time professional (Employee)
1.4 IMMEDIATE SUPERVISOR:	National Women's Program Head Coach

2.0 RESPONSIBILITIES AND DUTIES

2.1 GENERAL

Under the direction of Rowing Canada Aviron's (RCA) National Women's Program Head Coach, the Senior Assistant Women's Program Coach is a key member of Rowing Canada's National High Performance Coaching Team. The Senior Assistant Women's Program Coach is responsible for contributing fully to the development and consistent delivery of a world leading high performance environment that ensures the success of Canada's national rowing team at World Championships and Olympic Games.

The Senior Assistant Women's Program Coach will work out of RCA's National Training Centre (NTC) in Victoria BC, in close consultation with the National Women's Program Head Coach, High Performance Director (HPD), and other High Performance (HP) coaching staff. The Senior Assistant Women's Program Coach will work closely with sport science and medical practitioners, RCA administrative staff and expert individuals from external agencies to build a team approach to execute Rowing Canada's goal of winning gold medals at World Championships and Olympic Games.

The Senior Assistant Women's Program Coach shall be responsible for direct coaching support and collaborating with National Team athletes, coaches and staff

(sport science, medicine and administrative) in the implementation of the National Team Program, including planning, monitoring, and evaluation. With the HP Coaching Team, they will provide daily support to NTC athletes and be assigned more structured crews/roles as selection progresses through the season by the HPD and National Women's Program Head Coach.

The Senior Assistant Women's Program Coach shall play a key role in developing athletes' competence and confidence in a collaborative environment. They will insure they are modeling shared values and recognize the importance of the National Team Program as a community pushing each other forward. They will work collaboratively in seeking opportunities to improve the program through effective monitoring and by validating the impact of training and other interventions on boat speed. They will have demonstrated strengths in their interactions on the field of play, including the training and competition environment.

The details of the Senior Assistant Women's Program Coach annual work plan will be developed in conjunction with the Director of Coach and Athlete Pathways, the National Women's Head Coach and High Performance Director.

The Senior Assistant Women's Program Coach should have NCCP Level 4 certification or at a minimum RCA Performance Coach certified (NCCP Level 3 - theory, technical, practical).

The Senior Assistant Women's Program Coach shall comply with all RCA codes of conduct that relate to his/her activities.

2.2 SPECIFIC

A. National Team

- Play a leadership role in the development, implementation and evaluation of a Yearly Training Plan including long-term training and competition plans for the National Team in conjunction with the National Women's Program Head Coach and HPD.
- Direct training on a daily basis, including team and individualized guidance.
- Provide direct coaching services within the NTC environments and coach crews as directed at international competitions (i.e. Olympic Games, World Championships, World Cups, Pan American Games, U23 World Championships, etc.). Crews assigned to the Senior National Team Women's Coach will be done in consultation with the HPD.
- Assist the National Women's Program Head Coach and HPD in the development of criteria and procedures for training and racing team selection.

- Communicate and deliver fair and transparent selection activities as required for athlete ranking and crew selection.
- Ensure appropriate files on athlete training, competition results and monitoring of progress are kept as required.
- Inspire and motivate athletes and coaches around the opportunities that exist within RCA's National Team Programs.

B. Athlete Development

- Communicate with athletes to ensure there is an awareness of National Team development/NextGen opportunities as well as RCA's required performance monitoring and selection processes.
- Promote RCA's U23 Women's NextGen opportunities and their role within the high performance athlete pathway towards future Olympic/Paralympic Games success.
- Build relationships with program coaches to build opportunities for coach and athlete engagement in NextGen and/or Senior level programming.
- Provide a continuous and progressive athlete centered high performance environment and development pathway.

D. Coaching Development

- Assist the National Women's Program Head Coach and HPD and other coaching and technical staff in developing, refining and implementing a technical model that complements the Long-Term Athlete Development Model.
- Work with the National Women's Program Head Coach, HPD and other coaching staff to develop and instill a Canadian coaching philosophy that supports a collective, collaborative team approach to successful team performances.
- Support and be directly involved in Rowing Canada's Coaching education program at all levels from working with beginner coaches to advanced coaching education.
- Mentor Canadian coaches as requested by the HPD.
- Engage in professional development for a lifelong learning approach to coaching along with the appropriate reflection and assessment of strengths and gaps.
- Share knowledge and experiences that will benefit the Canadian rowing community, particularly related to improving performance, through forums

such as the RCA Coaching Conference and club visitations.

D. Performance Enhancement Team

- Work with the National Women's Program Head Coach and HPD to ensure that the Sport Science, Medicine and Research needs of the National Team program are met.
- Work with the Performance Enhancement Team in the delivery of specialized programming.
- Utilize the specific knowledge and skill sets of the Performance Enhancement Team in the construction, monitoring and evaluation of the Yearly Training Program.
- Take a lead role in the implementation of appropriate athlete performance monitoring and measuring systems.
- Maintain all relevant test results on each National Team athlete under his/her direct supervision.

E. Administration

- Assist the National Women's Program Head Coach and HPD in the acquisition, maintenance and upkeep of National Team equipment at the training centre.
- Prepare, on request of the National Women's Program Head Coach and HPD: work plans, reports and other documents as required.

3.0 Degrees of Supervision

The Senior National Team Women's Coach is accountable to the National Women's Program Head Coach for successfully carrying out the responsibilities and duties listed above, and will consult regularly with the HPD in program delivery and activities. They will collaborate with, and be evaluated by their National Team peers and are expected to provide constructive feedback to colleagues within the National Team Program. Final evaluation will be conducted by the HPD.

4.0 Power of Decision

The Senior National Team Women's 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 and budget. Beyond these limits, the individual is required to have decisions approved by the National Women's Program Head Coach and HPD.

5.0 Key Performance Indicators

- Team and crew success at U23 World Championships, Sr. World Championships, Olympic Games and other major international events.
- Number of athletes meeting physical, technical, tactical and emotional markers.
- On water performances of training centre athletes in national or internal trials.
- Overall rating of satisfaction within the National Team Program.
- Quality of planning, organizing and operation of training sessions.
- Quality of planning, organizing and operation of training camps.
- Modelling of team core values.