



## JOB DESCRIPTION

### Next Generation Para Rowing Coach and Recruiter

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#### 1.0 DESCRIPTION

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| 1.1 | <b>ORGANIZATION:</b>         | Canadian Amateur Rowing Association<br>(Rowing Canada Aviron) |
| 1.2 | <b>TITLE:</b>                | NextGen Para Rowing Coach and Recruiter                       |
| 1.3 | <b>JOB CATEGORY:</b>         | Full Time Professional (Employee)                             |
| 1.4 | <b>IMMEDIATE SUPERVISOR:</b> | NextGen Program Lead  |

#### 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 Para Rowing Coach and Recruiter position will have two core objectives. The first is to provide support to a daily training environment (DTE) including the required resources and on-water coaching support to targeted Para Rowing athletes. Training is to elevate the quality of athletes within the environment, under the direction of the NTC Para Rowing Coach. Critical elements will be the successful transition of athletes from their Clubs to NTC programming including supporting athlete monitoring practices, goal setting, the identification of individual performance gaps, and performance plans to addressing these gaps.

The second objective is to play a national recruitment role targeting and supporting athletes with the potential of representing Canada at the Paralympic Games.

The NextGen Para Rowing Coach and Recruiter will work in close consultation with the NextGen Program Lead, NTC Coach (Paralympic Rowing Program), RCA's NextGen Recruitment Coordinator, and other designated staff. The NextGen Para Rowing Coach and Recruiter will work closely with NextGen coaches, RCA administrative staff and expert

individuals from external agencies to confirm the best process and strategies to recruit and develop Para Rowing athletes to execute RCA's goal of winning gold medals at World Championships and Paralympic Games.

The NextGen Para Rowing Coach and Recruiter will work out of the National Training Centre (NTC) located in Victoria, BC and the Cowichan Valley. The yearly workplan detail will be developed in conjunction with the appropriate high performance staff and coaches.

The NextGen Para Rowing Coach and Recruiter will have achieved at a minimum RCA Performance Coach "Trained" Certification, with preference of RCA Performance Coach "Certified", as recognized by RCA and the Coaching Association of Canada, with record of ongoing professional development.

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

## **2.2 SPECIFIC**

### **A. DTE**

- Provide coaching support to the National Training Centre (NTC) Para Rowing program.
- Provide enhanced training opportunities to targeted Para Rowing athletes with the objectives of the NextGen Development Strategy.
- Support the transition of Para Rowing athletes from club to NTC programs.
- Contribute to the Yearly Plan of the NTC including performance, operational and strategic outcomes.
- Contribute to and provide a continuous and progressive athlete centered high performance environment and development pathway.

### **B. Recruitment and Development**

- Design, implement and manage a nationwide Para talent recruitment campaign in alignment with the overarching vision of the High Performance program.
- Educate partners and stakeholders of the Paralympic stream on events and eligible disability classifications.
- Point of contact for Para Rowing athletes, link to clubs/coaches, supported by the National NextGen System.
- Organize and manage training camps, seminars, workshops, and appropriate development events for identified athletes in alignment with the overarching high performance plan.
- Create linkages to and between the Canadian Paralympic Committee pertaining to development initiatives (e.g. Talent Recruitment Days) to ensure positive working relationships are maintained with a consistent approach offered across all potential athletes accessing the RCA High Performance program.

### **C. Athlete Pool**

- Maintain lists of athletes that are part of recruitment initiatives.
- Maintain an athlete pool based on RCA's High Performance Athlete Development Pathway using Gold Medal Profile standards.

- In conjunction with SSSM practitioners and performance partners, develop Individual Athlete Performance Plans based on the athletes' goals and Gap Analysis for each athlete within the DTE.

#### D. Coaching Development

- Model strategic National Sport Organization (NSO) initiatives as it pertains to training, technique or sport culture objectives.
- Liaison with regional coaches to ensure they are aware of Para Rowing strategies and initiatives.
- In conjunction with sport experts, develop an outreach strategy to target and support coaches working with Para Rowing athletes.
- Actively engage in development opportunities and partake in the formulation of a personal development plan.

### 3.0 DEGREES OF SUPERVISION

The NextGen Para Rowing Coach and Recruiter is accountable to the NTC Coach (Paralympic Rowing Program) for activities within the DTE as well as engagement and involvement of athletes within the Targeted Athlete Pool. Additionally, the NextGen Para Rowing Coach and Recruiter will consult regularly with the NextGen Program Lead in program delivery and activities. They will collaborate with and be evaluated by their RCA peers and are expected to provide constructive feedback to colleagues within the NextGen Program. Final evaluation will be conducted by the NextGen Program Lead.

### 4.0 POWER OF DECISION

The NextGen Para Rowing Coach and Recruiter 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 NextGen Program Lead or other designated RCA staff.

### 5.0 KEY PERFORMANCE INDICATORS

*(The following KPIs are proposed indicators that will be quantified annually in conjunction and in agreement with the successful candidate.)*

- Number of athletes training from club to National Training Centre programming.
- Success of NTC athletes in domestic and international competition.
- The number of Para Rowing athletes engaged in the HP pathway.
- Increased Para Rowing participation in the National Rowing Championships (NRCs), National Selection events, and the NextGen Testing and Monitoring program.
- Participation in coaching education development initiatives.
- Quality of feedback to identified athletes and coaches.
- Detailed athlete lists.
- Increase in identified Para Rowing athletes meeting RCA performance standards.
- Successful integration of program with regional Talent ID initiatives and recruitment strategies.

**This position is subject to available funding.** Financial support for this position is provided by Sport Canada, Own the Podium.