



JOB DESCRIPTION

National Team Head Coach

1.0 DESCRIPTION

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| 1.1 | ORGANIZATION: | Canadian Amateur Rowing Association
(Rowing Canada Aviron) |
| 1.2 | TITLE: | National Team Head Coach |
| 1.3 | JOB CATEGORY: | Full Time Professional (Employee) |
| 1.4 | IMMEDIATE SUPERVISOR: | High Performance Director |

2.0 POSITION SCOPE

The National Team Head Coach (Head Coach) reports directly to RCA's High Performance Director and is a key member of RCA's High Performance Leadership Team. The Head Coach is responsible for providing a singular point of technical leadership and coach to coach mentorship and direction to the National Training Centre (NTC) coaches and the NTC program. In conjunction with the High Performance Director, the Head Coach will develop and implement national team selection procedures. Working within a framework of agreed performance principles, guided by RCA's vision and values, the Head Coach will lead, direct and mentor RCA's team of NTC coaches. The Head Coach will further engage RCA's high performance staff in creating and sustaining a world leading high performance environment at the NTC in an effort to best achieve sustained success of Canadian national rowing teams at the World Championships and the Olympic/Paralympic Games.

The Head Coach will work closely with RCA's High Performance Director, Director of National Team Operations, and Sport Science/Sport Medicine (SSSM) Manager in developing, implementing and monitoring an integrated Quadrennial and Annual Training Plan. Critical to these plans is the Head Coach's ability to plan, oversee and lead the day-to-day coaching operations within the NTC, inclusive of the full-time NTC coaching team and seasonal national team coaches.

The Head Coach will work directly with administrative staff, practitioners, and expert individuals from external agencies to build a collaborative approach to executing RCA's goal of continually winning multiple medals at the World Championships and the Olympic/Paralympic Games.

In an effort to continual support the future growth and success of RCA's High Performance program, the National Team Head Coach will work in close collaboration with RCA's Next Generation (NextGen) Program Lead and the NextGen Coaches to ensure NTC programming and planning are intrinsically linked to the implementation of RCA's high performance Athlete Development Pathway.

The Head Coach will have Level 4 certification (Coaching Association of Canada). For international applicants, all coaching education and professional development programs and certification will be reviewed and assessed against RCA's and the Coaching Association of Canada's designations and standards.

The Head Coach shall comply with any and all RCA codes of conduct that relate to their activities and engage in professional development as required and in alignment with RCA's NTC Coach requirements (i.e. Safe Sport, Respect in Sport, Canadian Charter Professional Coach, etc.).

3.0 RESPONSIBILITIES AND DUTIES

3.1 General Responsibilities

The Head Coach is responsible for realizing RCA's vision and values for the National Team rowing programs.

The Head Coach is expected to provide exceptional leadership in developing a world class environment for RCA's High Performance programs and will be responsible for conveying a compelling vision and meaningful coach to coach mentoring to NTC coaches, while further supporting the needs of athletes and RCA's high performance staff.

The Head Coach will work directly with RCA's SSSM Manager and Lead Sport Scientist in the development, implementation and monitoring of an integrated NTC Quadrennial and Annual Training Plans.

The Head Coach will work directly with the Director of National Team Operations to ensure the efficient and effective delivery of the HP Programs in a cost-effective manner as expected and within budget.

The Head Coach will plan, oversee and lead the day-to-day coach operations of RCA's NTC (Men's, Women's and Para programs) including the technical mentoring of the full time NTC coaching team and seasonal national team coaches.

The Head Coach is expected to reside in proximity to the programs and will work out of the NTC in Victoria, BC and the Cowichan Valley, BC.

This position requires extensive domestic and international travel and significant time away from home.

3.2 Specific Duties

A. National Team

- Establish a high performance environment that supports multi-podium success at the World Championships and the Olympic/Paralympic Games.

- Develop and implement annual and long-term training and competition plans for the National Team in conjunction with the Director of National Team Operations and High Performance Director.
- In conjunction with RCA's SSSM Manager / Lead Sport Scientist will prepare Yearly (Annual) Training Plans to be submitted to the High Performance Director prior to the beginning of each training year (typically to be submitted in September of each year).
- Lead and direct full-time NTC and seasonal coaches and assign crews to the coaches in consultation with High Performance Director.
- In conjunction with the High Performance Director and the Director of National Team Operations develop and implement national team selection procedures that adhere to RCA's published Selection Policy, Selection Guidelines and Criteria.
- Ensure appropriate files on athlete training, competition results and monitoring of progress are kept as required.
- Ensure the state of infrastructure at the NTC is maintained to high performance standards for the national team program.
- Work with the High Performance Director in providing a continuous and progressive athlete centered high performance environment.

B. Athlete Development

- Assist the HPD and RCA's Next Generation (NextGen) Program Lead and NextGen Coach(es) with the implementation of RCA's high performance Athlete Development Pathway (i.e. regional scouting, clinics, camps, etc.).
- Provide meaningful input and support for developing coaches and rowers, in the high performance system, through clinics and camps as required by the High Performance Director.

C. Coaching Development

- Assist the High Performance Director and other technical staff in the development and implementation of a national coaching philosophy to complement RCA's NextGen Strategy and Long-Term Athlete Development Model.
- Provide direct coaching mentorship and support to NTC coaches preparing for Olympic/Paralympic Games, World Championships World Cups, Pan American Games and other international competitions.
- Act as a resource person to the RCA Manager of Coach Education and Development in matters relating to advanced coaching education programs and advanced coaching education.
- Attend and coordinate NTC Coaches' participation at RCA's Annual National Conference with appropriate RCA Staff.
- Mentor developing coaches, from time to time, at the request of the HPD.
- Ensure that all RCA Coaching Staff, either full-time or seasonal, fully understand and take steps to always meet the certification requirements for their roll.

D. Sport Science and Research (Performance Enhancement Team)

- Work with the High Performance Director and SSSM Manager to ensure that the Sport Science and Research needs of the National Team program are met.
- Lead and direct the NTC coaching team to work with the sport science and medical professionals as part of the Performance Enhancement Team to assist

the athletes in meeting RCA's goals of continually winning multiple medals at Olympic/Paralympic Games and World Championships.

- Lead and direct the athletes to engage with the athlete performance monitoring and measuring systems for national team athletes within the NTC and decentralized Sport Canada Athlete Assistance Program athletes.
- Develop and/or assist in the development of proposals for applied sport research and work closely with the Performance Enhancement Team in the design, implementation and feedback on applied research.
- Ensure the maintenance of all relevant test results on each training group and individual athlete training within the NTC.

E. Administration

- The Head Coach will work closely with the High Performance Director and Director of National Team Operations to ensure national team programming is conducted in alignment with the approved HP budget.
- The Head Coach will oversee the annual NTC athlete/program gap analysis and contribute to RCA's Annual Sport Review process with Own the Podium.
- The Head Coach in conjunction with the High Performance Director will lead a performance management process with the NTC coaches.
- The Head Coach will work closely with the Director of Operations and NTC Coaching Staff to set high standards and expectations to ensure the maintenance and upkeep of equipment and RCA's NTC boat fleet.
- Prepare, on request of the High Performance Director, work plans, reports and other documents as required.

4.0 DEGREES OF SUPERVISION

The Head Coach shall consult regularly with RCA's High Performance Director in program activities. The Head Coach shall work with the HP Leadership and be accountable to the HPD for successfully carrying out the responsibilities and duties listed above.

5.0 POWER OF DECISION

The Head Coach shall participate in meetings specific to the job requirements and will be responsible to make recommendations where necessary. The Head Coach shall have the authority equal and matching the responsibilities and duties listed above, in accordance with the organization's policies, procedures and established budgets. Beyond these limits, the individual is required to have decisions approved by the High Performance Director.

6.0 OVERVIEW OF KEY PERFORMANCE INDICATORS

(To be established and quantified in consultation with successful candidate)

- Role modelling RCA Values, Code of Conduct and Safe Sport Policies.
- Agreed performance expectations of RCA's National Senior crews at the World Championships, Olympic/Paralympic Games and other major international events.
- Completion and content of RCA's Annual High Performance Coach 360 Feedback Questionnaire
- NTC athlete performance in testing and monitoring activities.
- Top 6 and podium conversation rates at the World Championships, Olympic/Paralympic Games.

- State of infrastructure and training environment at NTC.
- Quality of planning and implementation of training plan.
- Quality of planning and organization of training camps.
- Quality of planning, communication and implementation of selection process.

7.0 EMPLOYMENT STATUS

The Head Coach position is a full-time employee position. The Head Coach is part of RCA's HP Leadership Team with responsibility for other full-time employees (senior national team coaches) within the NTC program.