



JOB DESCRIPTION

BC NextGen Performance Centre Coach

1.0 DESCRIPTION

- 1.1 **ORGANIZATION:** Canadian Amateur Rowing Association (Rowing Canada Aviron)
- 1.2 **TITLE:** BC NextGen Performance Centre Coach
- 1.3 **JOB CATEGORY:** Full Time (Employee)
- 1.4 **RESPONSIBLE TO:** NextGen Program Lead
- 1.5 **ULTIMATE RESPONSIBILITY:** High Performance Director

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 BC NextGen Performance Centre Coach position will have two core objectives. The first is to provide a daily training environment (DTE) including the required resources and on-water coaching support to targeted NextGen athletes. Training is to elevate the quality of athletes within the environment, appropriate to the athletes stage of development. Critical elements will be athlete monitoring practices, goal setting, the identification of individual performance gaps and performance plans to address the gaps.

The second objective is to play a regional technical management role centered around a targeted NextGen athlete and coach list within a given regional catchment. This will include hosting performance monitoring camps for regional athletes outside the DTE. Liaising with Rowing Canada Aviron (RCA) and Rowing British Columbia (PSO) staff for coaching development strategies

and, driving an enthusiasm around engaging in performance outcomes regionally.

As a guide, the BC NextGen Performance Centre 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. This includes tools and feedback mechanisms to address athlete gaps and development of Individualized performance plans.

The BC NextGen Performance Centre Coach will work out of an identified NextGen location, which will likely be in partnership with an organization that shares 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 Operations Committee.

The BC NextGen Performance Centre Coach will have minimum RCA Performance Coach Certification as recognized by RCA and the Coaching Association of Canada, with record of ongoing professional development.

The BC NextGen Performance Centre Coach shall comply with all RCA codes of conduct that relate to his/her activities.

2.2 SPECIFIC

A. Location

- a. The BC NextGen Performance Centre Coach will be based out of the BC NextGen Performance Centre, or other designated locations as directed by the NextGen Program Lead.

B. NextGen DTE

- a. Provide direct coaching services to Targeted Nextgen athletes within the DTE.
- b. Provide enhanced training opportunities to Targeted athletes 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.
- d. Contribute to the Yearly Plan of the Performance Centre, including performance, operational and strategic outcomes.
- e. Provide a continuous and progressive athlete centered high performance environment and development pathway.

C. Programming

- a. Providing effective leadership and guidance to the programs, athletes, and coaches of the clubs/schools/institutions within the region.
- b. Manage an effective outreach program by running monitoring camps and other development activities within the region.

- c. In conjunction with RCA's National Recruitment officer, support regional initiatives to deliver Talent ID testing, including optimizing opportunities through programs such as RBC Training Ground.
- d. In conjunction with local clubs/schools/institutions, share best practices including monitoring and athlete development tools that support individuals within the Athlete Development Pathway.
- e. Provide direct coaching support to Provincial and/or National Team programs or initiatives according to the annual NextGen 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.

D. 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 SSSM practitioners and Performance Partners develop Individual Athlete Performance Plans based on the athletes goals and Gap Analysis for each athlete within the DTE.
- c. Facilitate access to CSI or NextGen 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 program and an update on identified Athletes and Coaches within the region.
- f. Support the criteria and procedures for measurement and monitoring of athletes' performance.

E. 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 Operations 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.

3.0 DEGREES OF SUPERVISION

The BC NextGen Performance Centre Coach shall be accountable to the BC NextGen Performance Centre - Operations Committee and report to RCA's NextGen Program Lead.

4.0 POWER OF DECISION

The BC NextGen Performance Centre 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 Performance Centre. Beyond these limits, the individual is required to have decisions approved by the NextGen Program Lead.

5.0 KEY PERFORMANCE INDICATORS

1. Number of athletes transitioning to the National Training Centre from a NextGen affiliated program.
2. Success of the NextGen Performance Centre 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 Performance Centre.
4. Positive feedback from NextGen Partners in the region.
5. Participation in coaching education development initiatives
6. Quality of feedback to identified athletes and coaches.
7. Detailed athlete list of regional Performance Centre 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 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, and the Canadian Olympic Committee