



## JOB DESCRIPTION

### National Training Centre Coach

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#### 1.0 DESCRIPTION

- 1.1 **ORGANIZATION:** Canadian Amateur Rowing Association  
(Rowing Canada Aviron)
- 1.2 **TITLE:** National Training Centre Coach
- 1.3 **JOB CATEGORY:** Full Time Professional (Employee)
- 1.4 **IMMEDIATE SUPERVISOR:** RCA Head Coach

#### 2.0 RESPONSIBILITIES AND DUTIES

##### 2.1 GENERAL

Under the direction of Rowing Canada Aviron's (RCA) Head Coach, the National Training Centre (NTC) Coach is a key member of Rowing Canada's National High Performance Coaching Team. Together with HP staff, and practitioners, they are responsible for creating a positive culture in the pursuit of excellence. As a NTC Coach they will have the responsibility to plan, coordinate and monitor the training and competition of athletes in line with Rowing Canada's collective goals and values, to work towards the success of Canada's national rowing team at World Championships and Olympic/Paralympic Games.

The NTC Coach will work out of RCA's National Training Centre (NTC) at Quamichan Lake, supervised by the RCA Head Coach, in close consultation with the High Performance Director (HPD), and other designated High Performance (HP) staff. The NTC 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 RCA's goal of winning gold medals at World Championships and Olympic/Paralympic Games.

The NTC Coach shall be responsible for direct coaching support and collaborating with NTC athletes, coaches and staff (sport science, medicine and administrative) in the implementation of the NTC and 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 RCA Head Coach.

The NTC 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 NTC Program as a community pushing and supporting 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.

RCA believes that everyone involved with our programs, athletes, coaches, staff, and volunteers have the right to participate in a safe and inclusive environment that is free of abuse, harassment, or discrimination - collectively referred to as maltreatment. It is our expectation that as a key member of our program, with leadership responsibility, the individual would contribute to a positive and inclusive culture. They would support and contribute to activity, such as training and development, designed to further enhance the culture.

The details of the NTC Coach annual work plan will be developed in conjunction with RCA's Head Coach, Director of Operations, NextGen Program Lead, and High Performance Director.

The NTC Coach should have NCCP Level 4 certification or at a minimum RCA Performance Coach certified (NCCP Level 3 - theory, technical, practical).

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

## **2.2 SPECIFIC**

### **A. National Team**

- Help create a positive culture of excellence in line with Rowing Canada's collective goals and values.
- 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 RCA Head Coach.
- 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/Paralympic Games, World Championships, World Cups, Pan American Games, U23 World Championships, etc.). Crews assigned to the NTC Program Coach will be done in consultation with the RCA Head Coach and HPD.
- Assist the HPD and other designated HP staff 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 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.
- Promote a positive culture of excellence and provide a continuous and progressive athlete centered high performance environment and development pathway.

## **C. Coaching Development**

- Assist the RCA Head Coach 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 RCA Head Coach 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 RCA'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 National Conference and club visitations.

## **D. Sports Sciences and Sports Medicine (SSSM)**

- Work with the HPD and Head Coach to ensure that the Sport Science, Medicine and Research needs of the National Team program are met.
- Work with the SSSM Team in the delivery of specialized programming.
- Utilize the specific knowledge and skill sets of the SSSM 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 Head Coach or designate in the acquisition, maintenance and upkeep of National Team equipment at the training centre.
- Prepare, on request of the Head Coach: work plans, reports and other documents as required.

### **3.0 DEGREES OF SUPERVISION**

The NTC Program Coach is accountable to the RCA Head Coach for successfully carrying out the responsibilities and duties listed above, and will consult regularly with

the RCA Head Coach in program delivery and activities. They will collaborate with, and be evaluated by, their NTC peers and are expected to provide constructive feedback to colleagues within the NTC and National Team Program. Final evaluation will be conducted by the RCA Head Coach.

#### **4.0 POWER OF DECISION**

The NTC 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 RCA Head Coach or other designated HP staff.

#### **5.0 KEY PERFORMANCE INDICATORS**

- Team and crew success at U23 World Championships, Sr. World Championships, Olympic/Paralympic Games, and other major international events.
- Number of athletes meeting physical, technical, tactical and emotional markers.
- On water performance of NTC athletes in national or internal trials.
- Overall rating of satisfaction within the NTC and 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.