



Para Rowing Lead

Position Description

1.0 DESCRIPTION: Para Rowing Lead

1.1 ORGANIZATION: Canadian Amateur Rowing Association

1.2 TITLE: Para Rowing Lead

1.3 JOB CATEGORY: Full Time professional (Employee)

1.4 IMMEDIATE SUPERVISOR: High Performance Director

2.0 RESPONSIBILITIES AND DUTIES

2.1 GENERAL

One of Rowing Canada Aviron's (RCA) goals is to improve the accessibility and inclusivity of rowing in Canada for athletes with disabilities, create the conditions for grass roots growth of para rowing, and establish a sustainable para athlete development pathway for high performance para rowing.

The **RCA Para Rowing Lead** will be tasked with developing and implementing a strategy for High Performance Para Rowing in Canada that is best in practice at enrolling and engaging para athletes with National Team aspirations, and providing clear guidance and expectations to perform on the world stage.

It is expected that the Para Rowing Lead will work with the Para Rowing Advisory Committee and in consultation with the Director of Partnerships and Sport Development, the High-Performance Director to achieve the following objectives:

1. Create the conditions for the growth of grass roots para-rowing programs in our Clubs and Universities.
2. Establish a sustainable para-athlete development pathway for high performance para rowing that optimizes partnerships with Provinces, Clubs and other Para Sport organizations.
3. Build a national competition and event strategy for para rowing.
4. Develop networks to optimize opportunities for Talent ID and Transfer.
5. Provide Technical guidance to coaches and athletes engaged in Para Rowing performance programs.
6. Determine an optimal performance plan and training environment for Athletes and Crews in the National Team Program.

The individual will be expected to travel, as required to fulfil the duties of the role. The yearly workplan detail will be developed in consultation with the Director of Partnerships and Sport Development, the High Performance Director.

The preferred location for the Para Rowing Lead role is in Victoria, BC.

The Para Rowing Lead shall comply with any and all RCA codes of conduct that relate to their activities.

2.2 SPECIFIC

1. Create a strategy for Para Rowing in Canada with guidance from the HPD and Para Rowing Committee.
2. Create the conditions for the growth of grass roots para-rowing programs in our Clubs and Universities.
 - a. Contribute to strategies for para rowing engagement at the community level that are inclusive and best practice in para sport.
 - b. Build opportunity to access classification and continue to inform the rowing community of the different classification categories.
 - c. Develop a strategy for inclusive competitions and events for para athletes.
 - d. Provide leadership in the para rowing community, and a forum for sharing best practice and opportunity amongst coaches and athletes.
 - e. Provide guidance and advice to any grant based funding opportunities within the Para community.
3. Establish a sustainable para athlete development pathway for high performance para rowing.
 - a. Design, implement & manage a Nationwide Para-Talent Recruitment Campaign in alignment with the overarching vision of the High Performance program.
 - b. Build a performance monitoring program using the rowing ergometer that is appropriate for stages of development.
 - c. Educate partners and stakeholders of the Paralympic stream events and eligible disability classifications.
 - d. Point of contact for Para Rowing athletes, link to clubs / coaches, supported by the National NextGen System.
 - e. Organize and manage Training Camps, Seminars, Workshops, and appropriate development events for identified para athletes in alignment with the overarching high performance plan.
 - f. Maintain lists of athletes that are part of recruitment initiatives and facilitate transfer into the Para Rowing Pathway.
 - g. Maintain an athlete pool based on RCA's High-Performance Athlete Development Pathway using Gold Medal Profile standards.
 - h. 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.
4. Develop and implement a plan for selecting and preparing representative teams for World Championships and Paralympic Games.
 - a. In conjunction with HP Leadership team build a yearly program for the National Team Program, including any camps, competitions and performance assessments.
 - b. Provide communication and leadership to athletes and coaches pursuing High Performance programming.
 - c. Build and deliver a selection process for identification of National Team Crews and Coaching staff.

- d. On an athlete and crew basis, determine and support discussions around training locations in to support optimal performance.
- e. Develop a monitoring program for National Team level athletes.
- f. Lead in the development of on water and ergometer performance standards used for activities such as selection and AAP.
- g. Establishing a system of classification for domestic and international competition.
- h. Facilitate optimal integration with Olympic category programming.
- i. Develop relationships with other international Para programs and leaders in order to share camp and competition opportunities for Para athletes.
- j. In conjunction with SSSM practitioners and Performance Partners, develop Individual Athlete Performance Plans based on the athletes goals and Gap Analysis reports for each athlete within the National Team Program.
- k. Work within the COPSIN network to coordinate appropriate support for National Team level athletes

3. DEGREES OF SUPERVISION

The Para Rowing Lead position will oversee and lead all facets of the development and implementation of the RCA para rowing strategy and will liaise directly with and get support from the Para Rowing Advisory Committee. They shall be accountable to and evaluated by the High Performance Director.

4. POWER OF DECISION

The Para Rowing Lead will have sufficient authority to lead and manage the identified program areas in accordance with the policies and budgets that have been approved. Outside of this would require the approval of the High Performance Director.

As part of the HP Management Team the individual will have significant influence in the overall program direction and results with the Para Rowing Advisory Committee available as a resource in the development of major strategies.

5. KEY PERFORMANCE INDICATORS (KPI)

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

1. Success of para rowing athletes in domestic and international competition.
2. The number of para rowing athletes Engaged in the HP Pathway.
3. Increased para rowing participation in the National Rowing Championships (NRCs), National Selection events, and the Athlete Monitoring program.
4. Participation in coaching education development initiatives and an increase in the number of club coaches engaged with para rowing, from learn to row through to high performance.
5. Maintenance of detailed potential and identified athlete lists and their performance metrics.
6. Increase in identified para rowing athletes meeting RCA performance standards.
7. Successful integration of program with regional Talent ID initiatives and recruitment strategies.
8. Number of Clubs and PSO's delivering Para programs.
9. Number of Para athletes participating in rowing programming in Canada.

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