

## **Cross Country Ski de fond Canada Job Description**

### **Position Title**

Senior National Team Head Coach

### **Reporting Structure**

High Performance Director (HPD)

### **Job Family**

Excluded, Coaching

### **Summary**

Reporting to the HPD, the Senior National Team Head Coach (NST Head Coach) is responsible for leading the technical delivery and alignment of Senior National Ski Team (Senior NST) programs in order to achieve podium performances at Olympic Games and FIS World Championships. The NST Head Coach will have the responsibility to plan, coordinate and monitor the training and competition of NST athletes in line with CCC's collective goals.

### **Duties and Responsibilities**

- Plan, coordinate and monitor the training, race preparation and competition of Senior NST athletes
- Collaborate closely with the Integrated Support Team (including sport science, sport medicine) to design, implement and monitor yearly training plans and competition plans for Senior NST athletes
- Collaborate thoroughly with the technical support team, including on ski selection, ski preparation and staff scheduling
- Ensure long-term vision and periodization of training and racing to optimize athlete development and performance
- Ensure alignment of Senior NST and feeder high performance programs through common strategies in the daily training environment and identify and implement systematic links between plans
- Foster core team values and excellence behaviours
- Mentor all Senior NST athletes and associated coaches
- Plan and lead training camps and international and domestic competition tours
- Identify key initiatives and strategies to maximize sustainable performance of Canadian athletes at the international level
- Provide reports and program evaluation for the Senior NST and other NST program activities to ensure program development and facilitate goal attainment
- Collaborate with high performance team members to establish annual performance benchmarks for athletes and programs

## **Requirements**

- University degree is sport sciences or related field or equivalent
- Coaching certification: Level 4 certified/CCD certified + CDAG trained **and/or** Level 5 certified/CDAG certified and HP trained **or** equivalent.
- Proven ability to inspire and mentor coaches and athletes within the national high performance network and to deliver and integrate the key components of a high performance program
- Success leading teams of athletes, coaches and support staff at major international competitions
- Strong understanding of Cross Country Canada, Olympic sport and the Canadian sport system
- Leadership skills to develop and contribute to the development of a high performance team and to build strong relationships and credibility with athletes, coaches and support staff

## **Skills and Competencies**

All performance attributes, values and related behaviours listed in Annex A and Annex B of the CCC Staff Performance Assessment Policy, and, in particular:

- The ability to inspire and align many stakeholders to a common vision and plan through outstanding communication, leadership and change management processes
- Strong organizational skills and demonstrated capacity to develop and implement practical strategies, plans, and solutions to identified issues and problems
- Passion for learning and to sharing knowledge with others
- Work efficiently within a national team environment that is integrated and seamless
- Embrace a CCC image characterized by a commitment to excellence, inclusivity, integrity, reliability, respect, courtesy and transparency

## **Working Conditions**

- Required to work evenings and weekends
- Required to work outdoors, including on snow
- Required to travel extensively both domestically and internationally

## **Disclaimer**

The preceding description is not designed to be a complete list of all duties and responsibilities required of the Senior National Team Head Coach. The Senior National Team Head Coach will be required to perform other duties as assigned. This job description will be updated regularly to reflect changes.

