



Atlantic Division CanoeKayak Canada

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Provincial Coach, Atlantic Division CanoeKayak Canada (ADCKC)

Start date: Flexible

Term: 1-year with option for extension pending Support4Sport funding

Position type: Full Time

Job Location: Blended remote/travel with main location in Dartmouth, NS

The Provincial Coach will work in partnership with the Canadian Sport Institute Atlantic (CSIA) and will be responsible for progressing athletes to qualify for international competitions and achieve podium performances. The Coach will be expected to develop programming that meets the performance goals of the organization and the Coach will need to work autonomously, but in coordination with the ADCKC Technical Director.

The Provincial Coach will play a critical role in managing the training and monitoring of athletes' progress in collaboration with Club Coaches. The Coach will coordinate to develop programming and events that will advance the sport in Nova Scotia. The Coach will be responsible for managing budgets and producing annual reports for funders and the board of directors.

The ideal candidate will have:

- A minimum of NCCP Competition Development Certification in Canoe/Kayak
- 5+ years of coaching experience at a national level
- A valid Pleasure Craft Operator License
- A valid background check for vulnerable sector
- No outstanding status with a CKC member club
- Awareness of Google Suite (Gmail, Drive, Docs, Sheets, etc.)
- A valid driver's license. Experience towing trailers >26' in length is considered an asset.
- Strong interpersonal skills and the ability to connect individuals to reach goals
- A history of coaching athletes to international teams and finals
- Knowledge of the Atlantic and Canadian Canoe Kayak sport system
- Meet all Canoe Kayak Canada screening requirements
- Knowledge of the Nova Scotia sport funding system is preferred.

Reporting: The Provincial Coach will be an employee of the Canadian Sport Institute Atlantic while reporting to the ADCKC Performance Committee and, by extension, the ADCKC Board of Directors. The Provincial Coach will be part of a collaborative team with the ADCKC Technical Director to meet the development and performance needs of the organization.

Duties and Responsibilities:

The primary duty and responsibility of the Provincial Coach is the progression of the Provincial Team toward performance goals established collaboratively by ADCKC and CSIA. These goals guide programming and are the driver of funding received from Support4Sport. The following duties and responsibilities may shift in relevance and priority in order to reach these goals. This list is not exclusive and may be adjusted by the Performance Committee. The determination of this will be a collaborative process between the Provincial Coach, Technical Director, and ADCKC Performance Committee. Several of the following have shared aspects between the Provincial Coach and Technical Director. For clarity, the Coach's duties will typically be oriented toward implementation and engagement with Identified Performance Athletes and their club coaches.

Cultural

- Endorse and promote the ADCKC's values while encouraging input from others to evolve and grow the identity of canoe kayak in Nova Scotia
- Facilitate supportive and healthy respect for others while encouraging compassionate competitive spirit in sport
- Address behaviours counterintuitive to adopted values of Clubs, ADCKC and CKC
- Support the sharing of knowledge from all members in ADCKC to further the sport for the benefit of all participants
- Hold the attitude that sport exists for the betterment of people first before performance and that is a pathway to goals that aligns with the community values.

Administrative and meetings

- Host and facilitate regular coaches meetings
- Attend CSIA meetings, as needed
- Attend ADCKC Board meetings, as needed
- Assist in the production of financial budgets & reports on high performance projects
- Participate in an annual performance funding review

Training Camps & Programming

- Assist in the consultation, design, and implementation of all camps and programming for the identified performance athletes.
- Produce reports on the effectiveness of each camp and program for the guiding of future projects

Clubs

- Visit coaches and identified performance Athletes on a monthly basis (in collaboration with the Technical Director) to consult on how best to support club athletes, coaches, and board members
- Provide programming consultation to emerging and established clubs

Coaches

- Assist in the development of emerging performance coaches
- Provide consultation on coaching staff selection for projects
- Assess coaches' performance on projects
- Encourage aspirational behaviours from coaches and facilitate networking for development and performance based goals
- Work with club coaches to collaboratively meet athletes' needs and fill gaps

- Work with ADCKC staff on graduated skill level model for summer coaches to refer to

Athletes

- Assess athletes strengths and growth areas and adjust prescribed programming accordingly alongside personal coaches
- Accelerate crew boat skills and depth amongst ADCKC athletes through competitive strategies to enhance collaborative crew boat training
- Establish training and performance benchmarks and assist in the creation of the PSO athlete development model
- Coach Provincial Team athletes on a regular interval and coordinate training sessions for the greatest benefit of each discipline
- Utilize CSIA sport science team as an integral part of Team programming
- Formulate competitive strategies to engage & enhance individuals training as a group
- Collaboratively manage the CSIA Ignite Program

National Sport Organization

- Maintain and enhance relationship with National Team Coaches and athletes to create opportunities for ADCKC coaches and athletes
- Connect PSO training and monitoring models with NSO programming
- Work with National Team Coaches to ensure transition of Provincial Athletes is managed appropriately and effectively

Competitions, Events, and Selection

- Attend appropriate regional, provincial, national, and international projects and events in a relevant and goal-oriented manner
- Assist in the development, consultation, review, and implementation of all selection criteria
- Assist in the application of project funding to Support4Sport

ADCKC is committed to ensuring our recruitment and selection processes and work environment are inclusive and barrier-free. At ADCKC, we celebrate and welcome the diversity of all employees and believe that having a team of individuals with different backgrounds, views, experience and capability working together makes us stronger and better as an organization.

Benefits of working with ADCKC and the Canadian Sport Institute Atlantic include health insurance or a monthly subsidy for similar plans, paid time off, and an annual professional development budget.

Compensation will be competitive with the standard of expectation and commensurate with experience.

To apply, please send your cover letter and resume to **ADCKC Vice Flag Officer, Peter Courtney**, at peter.courtney@millerwaste.ca by **11:59pm on Sunday, March 5, 2023**. We thank all applicants for their interest; however, only those selected will be offered an interview opportunity. Candidates should be prepared to briefly present and discuss their vision for enhancing the existing structure and operations at ADCKC.