



## Canadian Sailing Team Development and Talent ID Coach Job Description

### General Description:

As part of Sport Canada's Gender Equity policy, Sail Canada has received partial funding for a Canadian national female coach. As a result Sail Canada, in partnership with the Canadian Sport Institute Atlantic, is currently seeking applications for a female coach to provide technical leadership within the sport of sailing.

As a key member of Sail Canada's High Performance Management Team, under the direction of the High Performance Director (HPD), the successful candidate, will coach and work directly with identified athletes, and will develop, monitor and implement complete programs for members of the Canadian Sailing Development Squad. This leadership role will also be responsible for implementing the Sail Canada Talent ID program across Canada with the goal of achieving top 20% finishes at age-group World Sailing Championships, International and National Competitions. In addition, this position will have the responsibility to increase the performance of female athletes through coaching, program management, and coach mentorship.

Reporting to the HPD, the Coach will put nominated athletes in the best possible position to achieve podium results.

### Structural Relationship:

The Canadian Sailing High Performance program is an integral component of Sail Canada. The Canadian HPD reports to the CEO. The HPD works closely with the Sail Canada staff, the High Performance Advisory Committee (HPAC), and its working groups.

The Canadian Sailing Development Coach is under the overall direction of the HPD. She works as part of the High Performance Management Team, and interacts closely with Sail Canada staff, Provincial Sailing Associations, Sports Centres and other partner organizations.

The coach operates under policies established by the Sail Canada Board of Directors and represents Sail Canada with respect to High Performance athletes, Provincial Sailing Associations, member clubs, Canadian Sport Centres, Sport Canada, Own the Podium, World Sailing and other national federations.

### Specific Responsibilities:

1. Develops annual and multi-annual plans with identified athletes of the Canadian Sailing Development and Youth Squads, including the organization of training camps/blocks, and supporting identified Regional, National and International competitions.

This includes but is not limited to the following:

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- Selection of athletes to the development and youth squads through talent ID programs
  - In consultation with HPD assign “Status/Identified Athlete Status”
  - Identify specific technical knowledge resources required by classes/athletes
  - Maintains an in-depth knowledge of the 29er and Radial classes, including class rules and technical developments
2. Implements international best practice for identified athletes to improve results through skill development, training methods, strength and conditioning programs and lifestyle management.
3. Monitor frequently and regularly the agreed plans of identified Canadian Sailing development and youth squads, including providing quarterly reports to HPD on the progress of athlete programs. (29er, Radial and Laser classes)
4. Overseeing the programs of all identified athletes and their associated coaches including:
- Receiving monthly updates from each athlete/coach partnership
  - Organizing and managing winter training facilities/venues – including training locations and local accommodation
  - Working individually with athletes to develop their “all around” sailing programs – including but not limited to fitness, diet, nutrition, budgets, sport psychology, time management, and directing athletes to appropriate professionals as required
  - Consistently improve the level of team membership performance to ensure ability to achieve top 25% at selected events
5. Organizes training camps for the purposes of talent identification, athlete recruitment and class development, under the direction of the HPD, within the overall priority of the annual work plan.
6. Working with Provincial Sailing Associations to:
- Improve working relationships between clubs, provinces and Sail Canada’s High Performance programs
  - Implement training plans within provinces to improve the overall level of training being conducted
  - Implement annual plans within provinces and Regional Performance Hubs to improve athlete performances at Youth World and other identified international competitions
  - Implement a long-term program/strategy to improve the overall level of athletes graduating to the National Team through improved coaching practices
  - Working with PSA’s to identify and develop HP coaches – targeting proper development, certification and experiential components
7. Overseeing the various class world championships operations including:
- In cooperation with HPD creating the annual selection process for the various teams
  - In cooperation with HPD selecting the World Team Coaches
  - Organizing independent training opportunities for the Athletes and shortlist athletes

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- Structuring the Team annual training and competition program and delivering this program in cooperation with Team Coaches and other coaching resources
  - Facilitate team registration and logistical support through liaison with High Performance Manager
  - Provide feedback to HPD relative to Youth Worlds policy and future direction
  - Target consistent top 20% performances at World Youth Championships
8. Works with the HPD, other Canadian High Performance coaches, and the CEO to develop the Canadian Sailing Team quadrennial and annual plans which are consistent with Sail Canada's Long Term Athlete Development Model and Sail Canada's Strategic Plan
  9. Working in conjunction with HPD as it pertains to "business development" opportunities to promote the National Team and secure further corporate or private funding, including coordinating opportunities for promotion of the NT within local, regional communities.
  10. Works with the Canadian Sport Centre Atlantic to ensure that Identified athletes have access to the services of the CSC.
  11. Assists the HPD in preparing presentations to Sport Canada and Own the Podium for financial support of the Canadian Sailing Team
  12. Assists the HPD in preparing the High Performance component of Sail Canada's annual budget.
  13. Participates with other staff members of the High Performance component in recommending athletes for Sport Canada carding and for inclusion into the Canadian Sailing Team.
  14. When so delegated by the HPD, represents the Canadian Sailing Team interests in the oversight, organization and running of National Qualifying Regattas, and selection trials for major games ( Olympic, Pan Am Games ( etc.)
  15. Responsible for budget identified with specific projects under her responsibility including personal expenditures and program costs.

**Knowledge and experience required:**

The incumbent must have a strong competitive or coaching background in one or more of the following classes; 29er, Laser Radial, Laser

The incumbent must complete NCCP level 3 and target completion of NCCP level 4 or equivalent coaching qualifications within 3 years of employment.

The incumbent must be able to operate small motorboats and sailboats and must have a Canadian Pleasure Craft Operators Card, and Standard First Aid or equivalent

It is highly desirable that the incumbent is able to communicate with athletes in the official language of their choice.

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### **Work Environment:**

The Canadian Sailing Team coach position requires substantial international and domestic travel to regattas, training camps and meetings. The schedule includes weekend and evening work. It includes athlete program management, active coaching, program administration, and meetings with volunteers. The position requires initiative, resourcefulness and the ability to work with minimal supervision.

### **Location**

This position is in partnership with the Canadian Sport Centre Atlantic (CSCA) and will be based in Halifax Nova Scotia.

### **Salary and Benefits**

Sail Canada and the Canadian Sport institute offer a competitive salary and benefits package commensurate with experience

### **Closing Date**

The deadline for application is **December 5, 2019 at 5 pm Eastern Standard Time**. Please forward application to Mike Milner, Sail Canada, High Performance Director - [mike@sailing.ca](mailto:mike@sailing.ca)

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