



High-Performance Race Coach & Manager

Royal Vancouver Yacht Club
3811 Point Grey Road, Vancouver BC | www.royalvan.com

Company Description:

Royal Vancouver Yacht Club (RVYC) is one of the world's premier yacht clubs and has a strong tradition of competitive sailing to the World and Olympic level. Our mission is to promote yachting, seamanship, and fellowship among current members and those who share our values of tradition, sportsmanship, and community service.

Position Description:

RVYC is looking for an ambitious sailing leader to help drive a renewal of competitive sailing in Vancouver and the surrounding areas. The successful candidate will be asked to lead many types of racing programs and lead a staff dedicated to sailing from Opti through youth classes and some Olympic level sailing, club keelboat racing, and international keelboat racing programs. The candidate should have a deep level of high-performance sailing knowledge, be comfortable leading people and developing programs. A significant portion of the role is coaching either the Opti team or the ILCA team.

The high-performance manager will be responsible for hiring and managing the coaching staff, developing suitable programs for each racing group, planning the seasonal operations, and training one group of athletes four days per week during the summer, spring, and fall. There is likely to be some requirement to attend and coach at local, provincial, national, and international regattas.

The role will require regular contact with parents, other teams, provincial and national sailing associations, regatta coordinators, contractors, and suppliers; and therefore, must be friendly, courteous, and knowledgeable of the rules and regulations.

The high-performance manager will report to the General Manager and work in close cooperation with the Sailing Director, who is responsible for non-competitive sailing programs at the club.

Among the most important qualities we look for in our staff is the ability to instill a love and joy for sailing in those you are teaching and coaching with a positive and encouraging demeanor and introduce sailing as a lifelong sport.



Key Competencies:

- Strategic planning and Initiative – Must drive and form a world class racing environment and active to ensure it is accomplished.
- Commitment to Excellence – Identifies and creates opportunities to enhance every sailor and coaches' skill level
- Teamwork and Sharing– Actively builds teams and encourages a supportive team with open relationships, support, and knowledge sharing for maximum organizational effectiveness

Duties & Responsibilities:

- Develop sailors and programs to compete and achieve at the highest level, with the penultimate goal of developing suitable athletes to represent Canada in the Olympic Games.
- Work with athletes to develop fitness, diet, nutrition, budgets, sport psychology, time management, funding applications, and direct athletes to appropriate professionals as required
- Recruit and lead a world class coaching staff to ensure timely and suitable support for all racing programs at the club.
- Ensure proper maintenance and cleanliness of the sailboat fleet, coach boat fleet, coaching equipment, and indoor and outdoor instructional spaces
- Teach all manner of sailing skills including boat handling, sailing theory, turning, tactics, in a variety of equipment and levels to students who are learning to race through to advanced racing.
- Champion a diverse and inclusive environment for all athletes. Foster an enthusiastic and supportive team environment shaping a friendly, fun-filled and competitive sailing team
- Support coaching staff in creating lesson plans that include dry land and on-the-water drills.
- Together with the other coaches, maintain and implement a strategy of athletes graduating to the National team through planned improvement programs
- Maintain a professional development plan, participating in courses and seminars offered by the coaching association of Canada, ViaSport, BC Sailing and Sail Canada and other relevant associations.
- Communicate effectively with a wide range of people associated with the programs, including but not limited to participants, parents, volunteers, other staff, and across RVYC internal departments



- Organize training Camps and Clinics in conjunction with other Clubs, and the provincial and national sailing associations
- Contribute to social media platforms with engaging content such as team achievements, updates, and photo and video content. Write quarterly reports for inclusion within a member publication, and occasional updated for the weekly membership e-zine.
- Timely expense reporting, team billing, and budget management
- Assist parents with planning processes, reminders, directions, details of regattas, training, etc.
- Organize team travel to out-of-town regattas as appropriate.
- Collaborate with the Sailing Director and designated fleet representatives to transition and retain graduating athletes to adult fleets and other intermediate programs
- Other ad-hoc duties requested General Manager

Requirements & Qualifications

- Significant experience, with demonstrated achievements and performance at national and international level in leading global sailing classes as either competitor, coach, or program manager.
- Demonstratable leadership skill and/or coaching experience
- Strong organizational, communication, and logistical skills
- Experience working with youth and ability to be a positive reinforcement role model
- Skilled in racing sailboat upkeep with the ability to do light repairs and maintenance to Club sailboats and coach boats, and understand when to call upon professional contractors and co-ordinate repairs
- Current Emergency First Aid & CPR required
- Criminal Record Check with Vulnerable Sector Screening required
- Class 5 Drivers License with Clean Drivers Abstract, with the ability or experience to safely tow large trailers over long distances with a one tonne pick-up truck
- Comfortable with MS Office & Google business applications, TeamSnap, the Clubspot, esportsdesk, and Facebook and Instagram as a business user
- Must be authorized to work in Canada

Compensation

RVYC offers competitive wages, training and qualification assistance, and comprehensive benefits package.



Accessibility:

We are an equal opportunity employer. We welcome and encourage applications from people with disabilities. We will work with you to accommodate your needs in line with the goals of the Accessibility for British Columbians with Disabilities Act and the BC Human Rights Code. Should you require accommodation through the application or interview processes, or any stage of the recruitment process, please contact hr@royalvan.com

How to Apply:

To apply: email your resume to hr@royalvan.com with the subject line: *High-Performance Race Coach & Manager*