

Nordiq Canada Job Description

Position Title

Development Coach

Reporting Structure

Sport Development Director

Job Family

Coaching

Summary

Reporting to the Sport Development Director, working with the Coach Development Manager and integrating with the rest of the coaching team, the Development Coach is responsible for leading the implementation of the Gold Medal Profile (GMP) and Athlete Development Matrix (ADM) for the junior athlete development program.

The Development Coach works with Nordiq Canada development and high performance staff, Divisions, clubs and athletes to provide support and align development programs along the Podium Pathway.

Duties and Responsibilities

- Plan, coordinate, and deliver the Nordiq Canada Junior Development Program, which includes, but is not limited to, the delivery of development programs, camps and tours in collaboration with Divisions and clubs, the Integrated Support Team (IST) and Nordiq Canada staff
- Support implementation of the Athlete Development Model (ADM)-Podium Pathway (e.g., through camps, competitions, webinars, workshops) as directed by the Sport Development Director
- Maintain a system wide analysis to monitor development and progression of individual athletes and the system, identifying individual and system gaps and developing benchmarks for athletes and programs
- Foster core Nordiq Canada values and excellence behaviours, mentor coaches and athletes, and collaborate with associated Daily Training Environment (DTE) coaches
- Help the Coach Development Manager plan and deliver NCCP and other coach development initiatives, including training and evaluating Learning Facilitators and Coach Evaluators, serving as a Learning Facilitator and Coach Evaluator, and organizing coaching development events and workshops
- Identify key initiatives and strategies to maximize athlete development opportunities that lead to sustainable performance of Canadian athletes at the international level

Requirements

- University degree in sport sciences or related field or equivalent
- Coaching certification: Level 4 certified/CCD certified + CDAG trained and/or Level 5 certified/CDAG certified or equivalent experience
- 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 domestic competitions
- Strong understanding of Nordiq Canada, Olympic and Paralympic sport and the Canadian sport system
- Leadership skills to achieve a culture of excellence built on strong relationships and credibility with athletes, coaches and support staff
- French-English bilingualism is an asset

Skills and Competencies

All performance attributes, values and related behaviours listed in Annex A and Annex B of the Nordiq Canada 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
- Embrace a Nordiq Canada image characterized by a commitment to excellence, inclusion, 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 primarily domestically and sometimes internationally

Disclaimer

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

Authorization

Human Resources Authorization Signature

Name Signature Date

Position Manager Authorization Signature

Name Signature Date

This position is financially supported in part by Sport Canada.