

## **Nordiq Canada Job Description**

### **Position Title**

National Team NextGen Coach

### **Reporting Structure**

High Performance Director (HPD)

### **Job Family**

Excluded, Coaching

### **Summary**

Reporting to the HPD, the National Team NextGen Coach is responsible for leading the technical delivery and alignment of NextGen (Junior, U23) National Ski Team programs in order to ultimately achieve international podium performances. The National Team NextGen Coach also works with Domestic Development co-workers, Divisions, training centres and HP clubs to provide support and align programs along the Gold Medal Pathway.

### **Duties and Responsibilities**

- Plan, coordinate and monitor the training, race preparation and competition of NextGen NST athletes including ensuring long-term vision and periodization of training and racing to optimize athlete development and performance
- Ensure alignment of NextGen programs through common strategies in the daily training environment, and identify and implement systematic links between plans
- Collaborate with the Integrated Support Team to design, implement and monitor yearly training plans, optimal athlete preparations (including strength and conditioning, mental performance, health, nutrition) and competition plans for NextGen athletes
- Collaborate with the technical support team, including on ski selection and preparation
- Foster core team values and excellence behaviours, mentor athletes and collaborate with associated DTE coaches
- Plan and lead training camps and competition tours often in partnership with the National Team World Cup Coach and Training Centre coaches
- Help the HPD, World Cup Coach and partners implement a pan-Canadian HP pathway aligned to the Gold Medal Profile
- Identify key initiatives and strategies to maximize sustainable performance of Canadian athletes at the international level
- Collaborate with high performance team members to establish annual performance benchmarks for athletes and programs and provide reports and program evaluation for NextGen program activities to ensure program development and facilitate goal attainment

## 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 **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 Nordiq 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
- 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
- Work efficiently within a national team environment that is integrated and seamless
- 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 National Team NextGen Coach. The National Team NextGen Coach will be required to perform other duties as assigned. This job description will be updated regularly to reflect changes.

