

**Nordiq Canada
Job Description**

Position Title

National Team Head Coach, Paralympic Program

Reporting Structure

High Performance Director- Para (HPD-PARA)

Job Family

Coaching

Summary

Under the direction of and working in collaboration with Nordiq Canada's High Performance Director (HPD-PARA), the Para-Nordic National Team National Head Coach, is responsible for leading and executing the vision for Nordiq Canada's Para-Nordic National Ski Team (PNST) to achieve podium performances at Paralympic Winter Games, World Ski Championships and on the World Cup.

The PN Head Coach will lead the PNST program in collaboration with PNST coaches, staff and Integrated Support Team (IST) providers.

Duties and Responsibilities

- Supervise identified staff, including the NextGen Coach, Biathlon Coach, and Technician Staff
- Support a world-leading training program and provide leadership for the development, implementation and evaluation of annual and long-term training and competition plans for PNST athletes
- Responsible to lead PNST daily training programs, training camps and competition trips with athlete health, wellness and safety as a priority equal to the focus on elite performance.
- Support the development and application of criteria
- In collaboration with staff, IST and Sport Development personnel, support application of the Gold Medal Profile and coach and athlete development
- In collaboration with the IST Lead, ensure athlete IST health and performance needs are met and research and innovation projects are identified
- Support budgeting, planning, and reporting processes

Requirements

- University degree in sport sciences or related field or equivalent experience
- Coaching certification: Level 4 certified/CCD certified + CDAG trained and/or Level 5 certified/CDAG certified or equivalent
- Experience working with Para athletes, and a clear understanding of Para classifications and para-athlete abilities; adapted equipment and IPC rules.
- Proven ability to inspire and mentor coaches and athletes within a 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 (i.e. Paralympic Games)
- Strong understanding of Nordiq Canada, Paralympic 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
- Strong administrative skills to develop sound business and strategic program plans; effective budget management; and a clear understanding of human resource systems and support
- 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 regularly work outdoors, including on snow
- Required to travel extensively domestically and internationally

Disclaimer

The preceding description is not designed to be a complete list of all duties and responsibilities required of the National Team Head Coach. The National Team Head 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.