

**Nordiq Canada
Job Description**

Position Title

Podium Pathway Coach and Coordinator

Reporting Structure

PNST Head Coach
High Performance Director-Para

Job Family

Coaching

Summary

Under the direction of the PNST Head Coach, the PNST Podium Pathway is responsible for the development and leadership of the Para-Nordic Podium Pathway program. Including outreach, education, talent identification, Para-Nordic classification and Para-Nordic grassroots coach and athlete development initiatives.

Duties and Responsibilities

- Work with PNST Head Coach and NextGen coach to develop a Para-Nordic grassroots and talent development program across Canada
- Identify talent identification and transfer opportunities to grow and expand Para-Nordic skiing in Canada
- Lead talent identification initiatives (camps, workshops, try-it days) across Canada
- Lead Para-Nordic specific education workshops for coaches, clubs and divisions around Para-Nordic programming, adapted equipment, classification, and cross country and biathlon para-nordic specific training
- Lead Para-Nordic classification program; and develop classification education workshops for coaches, clubs and divisions
- Work with Sport Development personnel to ensure coaching and officiating materials and courses are complete, relevant and effective; Assist with leading Para-Nordic coach development workshops and courses
- Work with the Sport Development personnel to support the application of the Gold Medal Profile as it applies to grassroots and developing athletes; assist local coaches, clubs, divisions to understand the podium pathway in Para-Nordic and its application
- Support the development and application of criteria, as it applies to grassroots and developing athletes and the podium pathway
- Support budgeting, planning, and reporting processes as it pertains to the Podium Pathway program
- Support the overall Para-Nordic National programs as required at camps and competitions.

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
- Learning Facilitator certification for Para-Nordic and Biathlon programs
- Experience working with Para athletes, and a leading 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 development program
- 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 Podium Pathway Coach and Coordinator. The Podium Pathway Coach and Coordinator 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.