

Nordiq Canada Job Description

Position Title

Para Nordic Development Coach

Reporting Structure

Sport Development Director

Job Family

Coach

Summary

Reporting to the Sport Development Director, the Para Nordic Development Coach plans and executes a strategy to grow Para Nordic capacity across Canada. The Para Nordic Development Coach supports Divisions, clubs and Daily Training Environment (DTE) coaches to recruit and develop athletes, coaches, and wax technicians, leading to a sustainable Paralympic Winter Games pipeline. Where purposeful for both programs, the Para Nordic Development Coach integrates with the Olympic stream program.

Duties and Responsibilities

- Leads a system wide strategy to grow Para Nordic capacity across Canada including developing benchmarks and closing individual and system gaps
- Plans, coordinates, and delivers the Nordiq Canada Para Nordic Development Program, which includes, but is not limited to, the delivery of programs, camps and competition trips in collaboration with Divisions and clubs, the Integrated Support Team (IST) and Nordiq Canada staff.
- Supports Divisions, clubs and DTE coaches in recruiting, identifying and developing athletes using the Athlete Performance Profile and pathway integration
- Supported by Nordiq Canada staff, recruits and develops Para Nordic coaches and wax technicians
- Helps the Coach Development Manager plan and deliver NCCP programs and other coach development initiatives for Para Nordic, including providing content to NCCP materials, training and evaluating Learning Facilitators and Coach Evaluators, serving as a Learning Facilitator and Coach Evaluator, and organizing coaching development events and workshops
- Identifies key initiatives and strategies to maximize development opportunities that lead to sustainable performances at the international level
- Supports the World Cup team as required, including supporting at some camps and competitions

Requirements

- University degree in sport sciences or related field or equivalent
- Coaching certification: Learn to Compete (L2C) - Trained, and progressing toward L2C Certified and Advanced Competition Development
- Proven credibility with, and ability to inspire and mentor, coaches and athletes within the national Para Nordic development network
- Success delivering the key components of a development performance program and leading teams of athletes, coaches, and support staff at major domestic competitions
- Strong understanding of Nordiq Canada, Paralympic sport, and the Canadian sport system
- 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:

- Strong organizational skills and demonstrated capacity to develop and implement practical strategies, plans, and solutions to identified issues and problems
- Leadership skills to achieve a safe, inclusive and values-based culture of excellence built on trust, transparency, unity and a commitment to learning
- Embrace a Nordiq Canada image characterized by a commitment to excellence, inclusion, integrity, reliability, respect, courtesy, and transparency

Working Conditions

- Required to lift up to 50 pounds
- 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 Para Nordic Development Coach. The Para Nordic 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.