



**EMPLOYMENT OPPORTUNITY**  
**Ontario Performance Coach**

**Framework:** Cross Country Ski Ontario is the provincial sport organization which governs cross country skiing in Ontario. Our goal is to provide developmentally appropriate training opportunities to ON athlete as they progress along the athlete development pathway both able bodied and para-nordic. Ontario is home to the National Team Development Centre, one of Canada's nationally sanctioned cross-country ski centres, operating as a development team within the framework of Nordiq Canada and Cross Country Ski Ontario's high performance pathway. Kivi Park in Sudbury has been named the ON Para-Nordic Training Centre.

The Ontario Ski Team is a provincially integrated high performance focused team and athletes named to the Ontario Ski Team will be representative of the top male and female athletes in Ontario including those named to Nordiq Canada's National Team Development Centres. Athletes selected to the Ontario Junior Ski Team (OJST) will be representative of the top male and female athletes in the U18 and U16 categories. More details on Ontario Ski Team programming can be found here <http://xcskiontario.ca/wp-content/uploads/2019/10/2019-20-XCSO-Programming-Athlete-Development-document-v6.pdf>. The ON Para-Nordic Ski Team is representative of the top male and female sit and standing skiers in the province.

XCSO is seeking an **Ontario Performance Coach** who will join a strong team of professionals who are committed to developing a cohesive and collaborative approach to athlete development in the province both able bodied and para-nordic.

The successful applicant will have:

- 3+ years coaching experience
- Minimum NCCP training/certification Train2Train with AWAD (CCD preferred) or equivalent training and experience
- Strong technical knowledge and analysis of cross-country skiing
- Demonstrated competence in trip race wax selection, application, and testing
- Demonstrated trip planning and management experience
- Exceptional communication and interpersonal skills
- Excellent race support abilities
- Ability to present and write effectively
- Outstanding organizational and time management skills coupled with the ability to work independently and in a team environment
- Sufficient personal ski technique and fitness



- Computer competency (spreadsheets, word processing, database management, video transfer, web page maintenance)
- Degree in kinesiology, physiology, coaching, or related field an asset
- Ontario F-class drivers licence (or ability to obtain within first month)

#### Primary Responsibilities

1. Provide leadership and guidance within the XCSO coaching community;
2. Lead the coordination of opportunities and engage Ontario Junior Ski Team athletes and coaches province wide.
3. Engage in the planning and management of the ON Para-Nordic Training camps and Team
4. Provide assistance in coaching and competition support for specific training camps and competitions for the NTDC Thunder Bay
5. Report to XCSO's Board of Directors and the XCSO High Performance Committee
6. Adhere to Ethical Coaching Practices and Pertinent External Policies

This position requires the candidate to live in Ontario with the ability to operate a remote (home) office. Questions regarding this position should be directed to Liz Inkila [admin@xcskiontario.ca](mailto:admin@xcskiontario.ca), Victor Wiltmann [coach@xcskiontario.ca](mailto:coach@xcskiontario.ca) or Jack Sasseville [jackxcgolf@gmail.com](mailto:jackxcgolf@gmail.com)

#### **Application deadline: Feb 28, 2020**

Anticipated start date: April 1, 2020 (negotiable)

Salary commensurate with experience and education

Apply with a resume, cover letter, and reference contact information.

**Email documents as a single PDF with the subject line XCSO Performance Coach to:**  
[admin@xcskiontario.ca](mailto:admin@xcskiontario.ca)



## **ONTARIO PERFORMANCE COACH**

### FULL JOB DESCRIPTION:

#### Programming (60%)

##### 1. ON Junior Ski Team

- Lead organization and implementation of 2 OJST training camps (dryland and on snow)
- Ensure congruence of training programs and plans of Ontario Junior Ski Team athletes in weeks leading up to training camps
- Develop training plan for camps
- Provide leadership in all training camp related activities
- Assist the XCSO Technical Director in recruiting and selecting supplemental coaching staff for training camps
- Assisting in race day preparation, if applicable
- Helping members set personal objectives
- Supervising team members during stay at the camp(s) and during travel to/from camp(s) if applicable.
- Ensure nutrition and food preparation are managed by athletes
- Prepare a written and verbal report for the XCSO High Performance Committee (HPC) which includes a summary of each trip/camp with an analysis from your perspective of areas of strength and areas of improvement in the camp(s)
- Liaison with personal and club coaches by providing information on upcoming camps and training and feedback on what happened during the camps.
- Attend Super camps when needed as per discussion with the staffing team
- Assist in the review and development of ON Team Programming Opportunities

##### 2. Para-Nordic

- Plan and organize PN training camps with the assistance of the PN Coordinator/Chair
- Work with partners to recruit & develop athletes
- Provides logistics support and liaison for team training and competition, meetings, classification, equipment and inventory
- Lead PN Camps under the guidance and with the assistance of PN Coordinator/Chair
- Facilitate the inclusion of PN athletes in CSIO as appropriate
- Assist with the review and Development of PN Team programming opportunities
- Liaise with race organizers for the inclusion of PN athletes at identified competitions



### Community & Partnerships (40%)

#### 3. Partnerships

National Team Development Centre – Thunder Bay

- Attend and support OST/NTDC athletes at select races (Trials, US Nationals etc.)
- Attend and support OST/NTDC athletes at select training camps
- Liaise with NTDC Head Coach to identify joint training opportunities

Canadian Sport Institute Ontario

- Attend Canadian Sport Institute Ontario/NTDC testing camps
- Assist with Sport Science/Sports Medicine as needed
- Provide content and attend CSIO review meetings

Other partners (SFQ, Nordiq Canada, Universities)

- Liaise with partner staff when possible for joint training opportunities

#### 4. Community

- Attend and represent XCSO at ON Cup competitions, Ontario University Championships as per discussion with XCSO staff
- With the XCSO Technical Director, develop a plan for assisting ON Clubs, University teams at OCup competitions and other identified competitions
- Be a member of the Competition Jury at ON Cups as needed
- Work with Provincial Coach Experience candidates in goal setting
- Assist in the identification of coaches for coach mentorship program with Coaching Development Coordinator
- Assist in the recruitment of provincial coach experience candidates
- Contribute to and attend XCSO AGM &/or Coach Seminar
- Assist in management of roller skiing fleet

#### 5. Other

Be familiar with and adhere to relevant policies and coaching practices in a safe sport environment including:

- XCSO & Nordiq Canada's Code of Conducts and Ethics Policies
- Practice in accordance with the XCSO's Harassment Policy
- Practice in Accordance to the NCCP Code of Ethics
- Refer to <http://xcskiontario.ca/coaches/>

The above list of tasks and responsibilities can be modified from time to time at the discretion of the Board of Directors and in no way limits other duties being added or removed.