

Job Description: Ontario High Performance Coach, Cross Country Ontario (CCO)

General

Reporting to the Chair of the High Performance Committee (HPC) of Cross Country Ontario (CCO), the Ontario High Performance Coach (“the Coach”) is responsible for:

1. providing leadership and guidance within the CCO High Performance coaching community;
 2. coordinating the coaching program for the top-performing athletes on the Ontario Team, and for
 3. promoting the development of high performance cross country skiing in clubs across Ontario.
- The CCO High Performance coaching community is a network of volunteer and professional coaches (the large majority are unpaid volunteers) who work across Ontario in clubs, teams and one training centre (NTDC Thunder Bay), with the objective of supporting young athletes in their competitive aspirations and of developing these athletes to represent Ontario and Canada on the national and world stages.
 - The Ontario Team consists of 20 plus male and female athletes ranging from 14 to 23 years of age, who are the best in their age categories in Ontario, and come from clubs across the province. The Coach will work closely with the members of the HPC, the Cross Country Canada High Performance System Coordinator (East) and the club coaches who coach these athletes on an ongoing basis.
 - There is a need to promote the development of high performance skiing across Ontario, given that among the 40 or so clubs in Ontario with Youth programs, fewer than half provide High Performance programming. This need will be addressed by providing additional training and competition opportunities for youth of twelve years and older, consistent with the principles of Long Term Athlete Development as elaborated by the Coaching Association of Canada and by Cross Country Canada.

Detailed description of tasks:

Leadership and guidance: the Coach will:

- Act as Team Leader of Ontario Coaches at Canadian National Championships, Canada Winter Games and other designated National-level events.
- Provide advice to the CCO HPC in the development of criteria for the selection of Ontario athletes for provincial-level teams (the Ontario Team, the Ontario Canada Winter Games team, and the Ontario Development Team) and for the provision of athlete support (Carding).
- Communicating with the CCO Coaching community, HPC members, and members of the CCO Board as necessary to ensure awareness of wider high performance issues within CCO;
- Advise and support coaches of Ontario clubs in developing their club programs to develop athletes for competition at Ontario events (Ontario Cup series and local events), and for selection to Ontario teams.

- Assist the CCO Board and HPC in the annual development of the OCup race calendar by identifying potential race and/or event conflicts, and providing guidance in setting race types and distances
- Plan and coordinate a program to offer provincial-level coaching experience opportunities at various Ontario Ski Team camps and racing events, including approaching candidates to apply for these positions as required
- Act as mentor to Ontario Club High Performance Coaches as needed and advise them on developing their qualifications and experience.
- Working with the CCO Administrator will assist in preparing funding applications by providing input pertaining to the HP athletes and program in Ontario
- Prepare an annual report (presentation) to be presented at the AGM to provide a summary status from the previous year as well as recommendations for the coming year in each of the following areas:
 - Dryland camps
 - Ontario Cup
 - Ontario Division performance at Nationals and by CPL
 - OST camps and races
 - PET/OHPSI activities
 - OST selection criteria
 - OAAP selection criteria
 - Club visits and racing program development activities

The Ontario Team: the Coach will

- Develop a program of on-snow camps to maximize training possibilities for the Ontario team.
- Lead at least two on-snow camps of a week to 10 days duration through the dry-land training season (May to November) to suitable destinations in North America and Europe.
- Work with members of the Ontario Team and their respective club coaches to maximize their performance in training and racing to help them achieve their goals.
- Working with the CCO Administrator to arrange logistics of accommodation and travel for trips (e.g. Nationals, Qualifiers, Canada Winter Games, on-snow glacier trips);
- Work with CSC-O to identify and select athletes to participate in the OHPSI program and to plan and coordinate testing and learning opportunities.
- Collaborate with CSC-O sports scientists to share (where appropriate) the results of the OHPSI testing with the athletes in the program and discuss this data with their coaches
- Design a summer/fall dryland training camp program that will include at least one training camp in each of the four districts of Ontario, working with the District Boards and the designated clubs. These camps will be available to Ontario Team and Ontario Development Team athletes, but will also be open to all Ontario athletes who aspire to be competitive
- Collaborate with other Ontario coaches, to coordinate, implement and attend each of these camps
- Track, analyze, report and make recommendations regarding the performances of all Ontario athletes at Ontario Cup events, and other CCC and FIS-sanctioned events in Canada and elsewhere. Such recommendations will be used in the selection of athletes for awards (e.g. Ontario Cup championship), for the Ontario Team and Junior Development Team, and for OAAP carding. Such analysis is also critical in

- identifying talent for further development within the CCO and CCC (National) programs.
- Review training programs and plans of the OAAP-supported athletes and provide ongoing monitoring and support to these athletes as specified in the OAAP contract

Promoting High Performance: the Coach will:

- Identify and provide encouragement and advice to clubs and coaches involved with and striving to develop “Midget Racing” programs (programs for racers under 14 years of age)
- Work with CCO’s Chairman of Youth Programs, to identify and encourage those clubs where existing youth programs can be extended to include high performance training and competitive programs for athletes over 12 years of age
- Work with the Chairman of Youth Programs, CCO districts and Clubs, to coordinate and implement an annual CCO Midget Championship event
- Collaborate with the NDC Coach and organization to promote this program option to our top-level athletes, work on joint ventures, etc.
- Communicate regularly with the NDC Coach and NST Coaches to coordinate training and racing activities and take advantage of resource sharing opportunities whenever possible
- Providing a monthly written report to the CCO HPC, and attending the HPC meetings approximately once a month to ensure the HPC goals are being met and to report to the HPC; attend HPC strategy sessions;

Travel and Transportation:

This position, by its nature will involve a large amount of travel, most of it within the Province of Ontario. The Coach will be expected to attend all or most of the Ontario training camps, Ontario Cup races and the National Championships. In addition it is expected that in order to deliver some of the program as described above the Coach will be obliged to travel to visit with club athletes and coaches at their respective locations in each of the four Ontario districts.

The Coach will:

- Have their own vehicle to permit travel to destinations within practical driving distance (mileage expense will be provided)
- Be able to make occasional trips of up to 10 to 14 days in duration to attend events such as Ontario Team training camps and National Championships
- Require a Canadian passport and other travel documents necessary for international travel

Qualifications

- Level 3 Coach Cross Country Skiing with plans to pursue Level 4/5
- Post-secondary education in a physical education or sports administration field would be considered an asset but is not required
- Familiarity with Ontario Coaches and the Ontario Cross Country skiing environment
- Member of the Coaches Association of Ontario
- Class 4 Licence
- First Aid qualifications

Key Skills

- Demonstrated ability to work collaboratively with a diverse team of athletes, coaches and volunteer board
- Strong oral and written communication skills
- Solid computing skills, including use of spreadsheets, and familiarity with use of social media

Other requirements

CCO adheres to Cross Country Canada's Risk Management Policy. Consistent with this, the Coach will be required to adhere to various CCO policies, including the Coaches' Code of Conduct and Screening policies. Under these policies, the Coach will be required to:

- Provide a Police Check
- Sign the Coaches' Code of Ethics

Location / Office:

- This is a self managed position and ideally the candidate would be able to work from their own home. Proximity to the CSCO in Toronto is an advantage. Access to High Speed Internet is necessary.

Salary

\$38,000 - \$45,000 per annum with a 3 year contract
Benefits