



SENIOR NATIONAL TEAM ASSISTANT COACH

POSITION TYPE	Full – Time Contract (February - July 2021)
JOB LOCATION	Montreal QC, INS-Quebec
LENGTH OF CONTRACT	February 15, 2021– July 31, 2021 (possibility for renewal for 2021-2022 season)

REPORTING

Reporting to the Senior National Team Head Coach, the Senior National Team Assistant Coach is a member of a support team of coaches, experts, and science and sport medicine professionals who collectively work to ensure that the organization’s high-performance plans are implemented to achieve expected program objectives. This position does not include attending the Tokyo 2021 Olympic Games but may include travel to FINA World Series Events.

OVERVIEW

Under the direction of the Senior National Team Head Coach this dynamic individual contributes to establishing a high-performance culture of excellence and to motivating and inspiring Senior National Team Program athletes to develop and excel within the established team culture. They are responsible for the execution of the Senior National Team Program – a world leading daily training environment and a competition plan for Canada that is capable of producing international artistic swimming senior-level athletes, teams, and duets with the potential for podium finishes in major international competitions.

REQUIRED CORE COMPETENCIES : COACHING EXCELLENCE PROFILE

Professional Leadership

- Demonstrated ability to lead with words and actions that are governed by personal integrity, ethics, and values that reflect the highest standards of the coaching profession and the organization
- Evidence they demonstrate through words and actions the principles of the Canada Artistic Swimming’s [Conduct Policy](#) at all times
- Commitment to respect and follow the Coaching Association of Canada “Rule of Two” at all times
- Demonstrated ability to positively contribute to a daily training and competition environment that challenges athletes to be their best in an environment that is respectful, safe and free from abuse and harassment in any form

Collaborative Relationships

- Demonstrated ability to work collaboratively with all stakeholders in a positive and respectful manner
- Values the principles of diversity and inclusion

Effective Communication



- Demonstrated evidence of the ability to provide athlete feedback that results in individual athlete, duet and team improvement
- Possesses the ability to motivate and inspire athletes
- Demonstrated evidence they respect confidentiality at all times
- Ability to create an inclusive, trusting and welcoming environment through verbal and non-verbal communication

Functional Excellence

- Evidence of a coaching philosophy that complements and supports Canada Artistic Swimming's Long-Term Athlete Development Plan, Gold Medal Profile and Podium Pathway
- Demonstrated ability to create an environment that supports athlete success and provides a meaningful training and competitive experience for all athletes
- Has a comprehensive understanding of international standards required for success at the senior level
- Demonstrated evidence of the ability to use the FINA Artistic Swimming Manual for Judges, Coaches & Referees as a coaching resource
- Demonstrated ability in using creative approaches that challenge traditional artistic swimming technical and training assumptions
- Demonstrated ability to execute yearly training plans that support athlete development and meet program objectives

Experiential Wisdom

- Experience with the successful application of sport science, sport medicine and technology to improve performance and advance Canadian artistic swimming in the physiological, technical, tactical and artistic areas of performance

Life-Long Learner

- Commitment to continuous improvement (Kaizan) and the belief we can always be better
- Seeks out every opportunity to gain more knowledge, improve or add new skills, expand expertise/experience
- Is generous with knowledge - openly shares what they know because they understand the value of learning through connecting with others

SPECIFIC RESPONSIBILITIES

Program Planning and Management

- Collaborate with the Senior Team Head Coach and the Assistant Coaches to establish Senior National Team Program performance objectives and key performance indicators

Daily Training Environment

- Collaborate with the Senior Team Head Coach and the Assistant Coaches to implement and monitor the full-time training group programming in accordance with best practice techniques that comprehensively address physical, technical, tactical, psychological and emotional principles of training, recovering, and peaking for competition
- Support the Senior Team Head Coach and the Assistant Coaches in establishing, implementing and documenting a thorough and ongoing athlete evaluation process



- Support the Senior Team Head Coach and the Assistant Coaches with the evaluation and selection of athletes who will represent Canada at the 2021 World Series Events and the 2021 Olympic Games
- Maintain regular and positive communication with the athletes and program coaches and staff, working together to achieve both individual and team goals
- Work cooperatively with the INS staff and other resident sports

QUALIFICATIONS, EXPERIENCE AND KEY SKILLS

- A University Degree or equivalent in Physical Education, Physiology or Sport Science, minimum Canada Artistic Swimming NCCP Level 3 Certification (Competition Development) or and/or International Equivalent
- Successful completion of the Respect in Sport Activity Leader on line certification and CAC Safe Sport on line Coaching Module prior to commencing position
- Criminal Record check completed in the last two years
- Current National Lifeguard Certification
- Evidence of high-performance coach experience, ideally with a successful track record of coaching at the international level including proven ability working with a team of athletes who have achieved excellence in their results
- Exceptional artistic swimming technical and analytical skills. Proven ability to develop international level competencies/training standards for senior level athletes
- Strong written, verbal and listening communication skills; with excellent interpersonal and multidisciplinary project skills
- Demonstrated administrative and organizational skills, including time management
- Demonstrated computer literacy and use of current technology, including Microsoft Office 365, Google Drive, Dropbox, video and coaching software
- Demonstrated ability to follow established processes, policies and procedures
- La capacité à travailler de manière efficace en anglais et en français is an asset

ADDITIONAL JOB REQUIREMENTS

- Represents the vision, mission and values of Canada Artistic Swimming and conducts oneself according to ethical standards generally accepted in business
- Ability to travel as required in order to meet the needs of the position.
- Ability to work overtime as required in order to meet fluctuating needs in a timely manner.

APPLICATION PROCESS & DEADLINE

Please send applications by 23:59 ET, January 25, 2021, to highperformance@artisticswimming.ca