

JOB DESCRIPTION

National Development Centre –Ontario Assistant Coach

1.0 DESCRIPTION: National Development Centre - Ontario (NDC-O) Assistant Coach

1.1 ORGANIZATION: Canadian Sport Centre Ontario (CSCO)

1.2 TITLE: National Development Centre-Ontario Assistant Coach
(hereafter referred to as Assistant Coach)

1.3 JOB CATEGORY & NATURE OF POSITION: Full time professional.

1.4 REPORTS:

- **Line Authority** – Reports to CSCO Sport Performance Director
- **Functional Authority** – Reports to NDC-O Lead Coach (hereafter referred to as Lead Coach)

ULTIMATE RESPONSIBILITY: CSCO Sport Performance Director

2.0 RESPONSIBILITIES AND DUTIES

2.1 GENERAL

Under the direction of the Lead Coach, the Assistant Coach shall be responsible for direct coaching support and development program implementation for identified developing High Performance athletes at the NDC-O.

The Assistant Coach shall work closely with the Lead Coach and the Talent Development Centre (TDC) Coaches to implement and run RCA's High Performance Development programs and the ROWONTARIO Provincial High Performance Development programs outlined in this document.

The Assistant Coach shall be responsible for duties related to the operation of the development programs that are run out of the NDC-O for both sweep and sculling, including planning, coaching, monitoring and evaluation as assigned by the NDC-O Lead Coach.

The Assistant Coach will work out of the NDC-O.

The Assistant Coach will work closely with the Lead Coach to ensure effective operation of the NDC-O to RCA High Performance standards.

The Assistant Coach will have minimum Level 3 certification or its equivalent as recognized by RCA and the Coaching Association of Canada.

The Assistant Coach shall comply with any and all RCA, ROWONTARIO and CSCO Codes of Conduct that relate to his/her activities.

The Assistant coach will be expected to apply to participate in Rowing Canada Aviron's Rowing-ACE program.

2.2 SPECIFIC

A. National Development Centre – Ontario (NDC-O)

1. Assist the Lead Coach with the development, implementation and evaluation of annual and long-term training and competition plans for the athletes in the NDC-O in conjunction with the goals and objectives of the RCA High Performance Development Plan and the "Pond to Podium" program.
2. Assist the Lead Coach with the organization and operation of seasonal dry-land training, on-water training and competition plans for athletes in the centre.
3. Provide direct coaching services for National or Provincial teams as outlined herein and determined by the Management Team and assigned by the CSCO Sport Performance Director.
4. Assist in the development of criteria and procedures for measurement and monitoring of athletes leading to Senior level status.
5. At the direction of the Lead Coach, work with the High Performance Sport Program Administrator to ensure appropriate files on athlete training, competition results and monitoring of progress are kept as required.
6. Provide a continuous and progressive athlete-centered High Performance environment.

B. Athlete Development

1. Assist the Lead Coach and TDC coaches with the implementation of a talent identification system, e.g., regional scouting, clinics, camps, etc, across the Province of Ontario.
 2. Provide input and support to developing rowers and coaches in the High Performance system by visitations, clinics, camps, etc, across the Province of Ontario.
 3. Be a prime driver in the High Performance development program to ensure ongoing athlete development at all levels.
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4. Provide assistance to club coaches, provincial coaches and other High Performance development coaches to ensure the RCA High Performance development program is being implemented.
5. Under the direction of the Lead Coach, organize and run ROWONTARIO Provincial team identification and selection camps for Ontario provincial teams including but not limited to the National Rowing Championships and Canada Summer Games teams as determined by the Management Team and assigned by the CSCO Sport Performance Director.
6. Assist and/or run Junior identification and selection camps as required by the Lead Coach.
7. Assist the Lead Coach with implementing the athlete monitoring program for development athletes.

C. Coaching Development

1. Assist the Lead Coach and other technical staff in the development and implementation of a national coaching philosophy to complement the Long Term Athlete Development Model.
2. Act as a resource person in matters relating to advanced coaching education programs and advanced coaching education.
3. Through involvement with the Canadian Sport Centre Ontario, in a professional development capacity, be prepared to work with other High Performance coaches in other sports. The Assistant Coach will be provided unique access to Sport Science/Sport Medicine professionals, contributing to further enhancement of the Assistant Coach's skill sets.

D. ROWONTARIO Provincial High Performance Programming

1. Will develop and effectively manage Ontario's athletes at the Canada Games and National Championships.
 2. Will act as the Head Coach for all ROWONTARIO provincial teams.
 3. Will develop, organize and manage a selection protocols for athletes and coaches directly linked to Canada Games, National Championships and any other initiatives developed and approved by the Management Team.
 4. Will develop, organize and manage workshops for the annual ROWONTARIO training conference targeted to the ROWONTARIO High Performance program as requested by the ROWONTARIO Executive Director and approved by the CSCO Sport Performance Director.
 5. Will develop, organize and manage a talent detection and selection protocol for athletes for the Ontario Athlete Assistance Program(s) (Quest for Gold).
 6. Other duties as may be determined by the Management Team and assigned by the CSCO Sport Performance Director.
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E. Administration

1. Prepare, on request of the Lead Coach and/or the CSCO Sport Performance Director on behalf of the Pond to Podium Management Team; work plans, reports and other documents as required.
2. At the direction of the Lead Coach, work with the HPSP Administrator to ensure all administration tasks relating to the operation of the NDC-O and its programs are complete.

3. Degrees of Supervision

The Assistant Coach shall report to:

Line Authority – Reports to CSCO Sport Director

Functional Authority – Reports to NDC-O Lead Coach

4. Power of Decision

The Assistant Coach shall participate in meetings specific to the job requirements and will be responsible to make recommendations where necessary. The individual will have sufficient authority to act in the daily management of program areas in accordance with the policies, programs assigned by the Lead Coach . Beyond these limits, the individual is required to have decisions approved by the CSCO Sport Performance Director.

5. Key Performance Indicators

1. Performance of Ontario targeted athletes at National High Performance assessment events.
 2. Comprehensive Canada Summer Games development plan meeting specified benchmarks each year leading up to and including the competition year.
 3. Athletes participating in the Pond to Podium program show continued improvement as it relates to standards established by the RCA High Performance Development program.
 4. Increase in pool of targeted athletes who meet performance standards as established in the annual selection/nomination process of the Ontario Athlete Assistance Program.
 5. Implementation of successful selection procedures for Ontario teams participating at the National Rowing Championships, Canada Summer Games and other competitions as determined by the Management Team.
 6. Delivery of assigned elements of the High Performance Sport Program. (Pond to Podium)
 7. Assistance with the management and operations of the NDC-O.
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