



## Highlands Trailblazers Junior COMPetitive Lead Coach

### Job Description

The Highlands Trailblazers seeks an experienced competitive skier with strong coaching skills to manage the training program for this “Comp” racing program the Club is adding for the 2017/2018 season. This new program is being formed in response to the rapid growth the Club has experienced over the last few years.

#### About Highlands Trailblazers Ski Club

The Highlands Trailblazers Ski Club is a nonprofit component of Highlands Nordic Inc. It operates year round, helping skiers build new skills, race and enjoy a social, friendly, team atmosphere. The club operates out of Highlands Nordic in Duntroon, just minutes south of Collingwood. The Trailblazers consistently rank among the top 5 ski clubs in Ontario and are only one of three clubs to offer an on-premise biathlon program. The Club has produced skiers that have competed at the national and international level. It’s training programs follow the Cross Country/Biathlon Canada Long Term Athlete Development principles, with programs ranging from Biathlon Bears and Jackrabbits through to the Train to Compete “Comp” and “Comp 0.22” teams. A Board of Directors manages the Club, with the racing program lead by Head Coach Rick Dickey.

#### The Junior COMPetitive Program

The “Jr. Comp” program was developed to focus on athletes at the “Train to Train” LTAD level when they progress through their peak growth period. It provides opportunities for the continual progression of technical skills and physical capacities. It is a high-energy program which places heavy emphasis on team building, group interaction and confidence while working to reach common goals.

Athletes have learned how to train as part of a Track Attack or equivalent program with an expectation that they are independently driven to be active every day. They have at least one year of experience racing in cross-country or biathlon at a provincially recognized event (Midget Champs, Paraffin Series, etc)

Key features of the program include:

- \* Training from July 1 until the end of March
  - \* 1-3 or 4 practices a week (depending on the training season)
- \* frequent camps for team development and skill development
  - \* Two 3-day camps in the Summer and two 3-day camps in the Fall
  - \* Two snow camps in December
- \* an expectation to participate in team events to help unite and build the HTB program
- \* work with an assigned senior mentor athlete to work with through the year.
- \* a commitment to training and working as a team member
- \* suggested training plan to work from that will be provided each month
- \* agility and strength testing to assess the athlete’s skill level

## Lead Coach Position Overview

This individual will be responsible for delivering the program to the athletes during dryland training, at camps and at races. Their focus is on guiding the athletes as they develop their physical and mental sport specific and sport general skills based on very frequent contact with them so that their progress can be observed regularly. They will provide individual feedback to athletes based on training and racing observations. The Lead Coach will be responsible for setting weekly training plans and directing volunteer parent-coaches assisting in the delivery of programming.

### I) Specific Coaching Expectations

- Coach the team:
  - At least once per week from July to November
  - Every Saturday and Sunday, December to the end of March, 9:30am to 12:30 pm<sup>1</sup>
  - At training camps and ski races
- Meet weekly with team parent volunteer team to:
  - share weekly coaching plan with parent-coaches
  - finalize key information for team parent liaison to send to parents & athletes
  - define athlete race requirements with parent race coordinator<sup>2</sup>
- Communicate with athletes regarding program specifics and individual questions
- Work with the coaching team:
  - Attend coaches meetings as requested
  - work closely with the lead biathlon coach to coordinate athlete training programs
  - Provide progress reports to the Head Coach and General Manager

### II) Key Coaching Requirements

- A. Be a good technical ski racer and passionate adventurer; biathlon background an asset
- B. Experience coaching athletes, preferably at the younger level (19 and under)
- C. Certified, at a minimum, as Community Coaching (NCCP Cross-Country OR BiCan Community Gold) or equivalent training, and ideally hold Learn to Train certification
- D. Demonstrated Coaching, Cross-Country/Biathlon and Leadership skills such as:

#### i) Coaching Skills

- Ability to translate a seasonal training plan developed by the club's coaching team, into a daily training plan that the athletes follow
- Ability to delegate roles to parent-volunteer coaches to supporting the daily training plan
- Ability to regularly solicit feedback and translate it into clear direction for the team

#### ii) Cross-Country/Biathlon Skills

- Experience training with recognized ski club or training center related to cross-country skiing/biathlon
- Competed at the provincial or university level, or higher
- Committed to a "win" attitude based on demonstrated racing or coaching results

#### iii) Leadership Skills:

- Ability to work collaboratively with the team based on good communication & organization
- Ability to take a leadership role driven by initiative and need for minimal supervision.
- Ability to motivate, build trust, and gain the confidence of athletes.
- Ability to be ethical and instill the virtues of teamwork, fair play and sportsmanship

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<sup>1</sup> This includes dry-land, roller-skiing and on-snow training programs.

<sup>2</sup> Who would then organize travel, food, accommodation etc with other parents

### III) Conditions of Employment

#### Physical Requirements

- Ability to work outdoors in variable weather conditions.
- Ability to stand for long periods of time.
- Ability to do physically demanding work (ski with athletes, lift 50lbs., wax)

#### Other Requirements

- Commitment to work part time, approximately 100 coaching days assuming start in July including camp and race days.
- Possession of a vehicle and valid Ontario Drivers licence.
- Provision of a criminal records/vulnerable sector check
- Willing to travel for races and camps (generally within, but not limited to Ontario. ·
- Desire to continue developing coaching skills through mentoring by Club's coaches and taking coaching courses paid for by Club

#### Compensation:

- \$8000 from July to March paid monthly
- Gas, food and accommodation remuneration for travel to races and camps
- 50% discount at Pro Shop and free annual trail pass
- Payment for coach certification courses taken before December

#### About Highlands Nordic

The Club is based out of the Highlands Nordic, Ontario's premier cross-country ski centre. It is located on the Niagara Escarpment, hosting amazing views of Georgian Bay and a bountiful natural setting. With over 25km of ski expertly groomed trails & 7km of rolling snowshoe trails, it also has an extensive biathlon range, an 8,000 square foot lodge complete with cafeteria, meeting rooms, pro-shop & rentals. Duntroon Highlands is just south of Collingwood, a mecca for outdoor sports. It ranked as the top outdoor town in Eastern Canada in 2016 and includes a Georgian College campus, a strong healthcare sector rich with physiotherapists, gyms, naturopaths, therapists and many other health practitioners needed to support a strong ski team.

#### Application Details:

- For questions and to submit your application, please contact Martin Rydlo at [martin.7systems@gmail.com](mailto:martin.7systems@gmail.com)
- Applications should include:
  - ✓ Resume with related racing and coaching experience
  - ✓ Other relevant certification (diplomas, first aid courses, etc)
  - ✓ NCCP license number and transcript