

## **EMPLOYMENT OPPORTUNITY**

### **XCSO Technical Director (Full Time)**

XCSO invites applications for 1 full time position of Technical Director. The Technical Director will work with a strong team of professionals who are committed to developing a cohesive and collaborative approach to athlete development in the province. This position is collaborative in nature and working with club coaches will be an integral part of the role.

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 athletes as they progress along the athlete development pathway able bodied. XCSO is home to 4 Districts: Lake Superior Ski District (LSSD); National Capital District (NCD); Northern Ontario District (NOD); Southern Ontario District (SOD); the National Team Development Centre, one of Canada's nationally sanctioned cross-country ski training centres.

XCSO's overarching goal is to support the athlete development pathway in Ontario by assisting and engaging more clubs and athletes in the competitive performance environment.

#### **Job Overview**

The Technical Director oversees the management of XCSO performance programming within the goals and objectives of the organization. The Technical Director will facilitate open, effective communication and dialogue to ensure a strong, integrated community of coaches driven by a focused and shared vision.

#### **Qualifications**

- a. University degree in Kinesiology/Physical Education, Business Administration or other related disciplines.
- b. Minimum NCCP Train to Train, Competition Development preferred
- c. Experience with Sport/Recreation Management, human resources and/or nonprofit organizations is an asset.
- d. Knowledge and experience in the areas of cross country skiing and high performance program planning
- e. Strong technical knowledge of cross country skiing and related competition environment in Canada
- f. Demonstrated expertise in wax room management and race day management
- g. Demonstrated leadership in team building
- h. Superior verbal and written communication skills with a focus on customer service and dealing effectively with a diverse group of stakeholders/members
- i. Working knowledge of standard office software.

#### **Responsibilities and Duties**

##### **1. Ontario Team Programming**

- Review all Ontario Team Programming, Q4G ON Athlete Assistance criteria annually and evaluate program effectiveness relative to goals
- Lead the development and implementation of Individual Athlete Performance Plan (IAPP)

- Lead Ontario Junior Ski Team, Ontario Ski Team, Para-Nordic Team and Ontario District Team selection including appeals and coach recommendations
- Manage and maintain OST/OJST/ON Bib Points for publication
- Engage in the planning calendar of camps in coordination with PN Lead

## 2. Partnerships

National Team Development Centre – Thunder Bay

- Evaluate & recommend opportunities for NTDC integration into XCSO athlete development pathway

Canadian Sport Institute Ontario

- Work with XCSO CSIO Lead to assist where needed
  - Provide content and attend CSIO review meetings
- Ski de Fond Quebec [SFQ], Nordiq Canada, Universities
- Lead the Ontario development and implementation of the athlete development pathway with Nordiq Canada
  - Build on relationship with SFQ and identify means by which collaboration can be beneficial
  - Explore opportunities to support varsity skiing at the OUA and CCUNC level

Para Sport Partners

- Work with Para Nordic Lead to build partnerships with key para partners including the Canadian Paralympic Committee, ON Blind Sports Association, Para Sport Collective, CSIO, etc.

## 3. Community

- Provide guidance and leadership in the development of club racing programs
- With the District Development Coordinators oversee the planning and development of the ON Super Camps
- Develop the work plan for the District Development Coordinators
- Lead the recruitment of provincial coach experience candidates and assist in the development of goals
- Engage in planning of the Coach Mentorship program with Coaching & Officials Development Coordinator
- Contribute to and attend XCSO AGM &/or Coach Seminar

## 4. Other

- Contribute to grant applications and reporting as necessary
- Contribute to social media content as appropriate
- Update and maintain xcskiontario.ca as needed and where appropriate

**Applications will be received until the position is filled.**

Anticipated start date: To be determined (negotiable). Remuneration will be commensurate with experience and education.

Work environment: Remote (home) based office

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

Email documents as a single PDF with the subject line "Technical Director" to:  
[admin@xcskiontario.ca](mailto:admin@xcskiontario.ca)