



EMPLOYMENT OPPORTUNITY

XCSO Para Nordic Lead (half time)

XCSO invites applications for the position of **Para Nordic Lead (.5 FTE)**. The PN Lead will work with a strong team of professionals who are committed to developing a supportive and collaborative approach to developing a sustainable and strong Paraindian program in the province. The PN Lead position is collaborative in nature and working with club coaches and sport partners 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 in both the Olympic and Paralympic streams. 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.

Independent as well as applicants who have concurrent club positions are encouraged to apply.

Job Overview

The Para Nordic Lead oversees the Para Nordic program to achieve the goals and objectives of the organization. The Para Nordic Lead provides leadership to coaches, clubs, and athletes through programs and initiatives intended to increase participation and support the development of high performance athletes.

Qualifications

1. University degree in Kinesiology/Physical Education, Education, Business Administration or other related disciplines
2. NCCP minimum Level 3 or Competitive Development Trained or realistic ability to obtain certification within one year
3. AWAD LTT certified or realistic ability to obtain within one year
4. Experience as an athlete/Lead/support in training camps and/or competitions
5. Knowledge and experience in the cross country skiing and coach program planning
6. Strong communications, consultation and collaboration skills
7. Demonstrated organizational skills and planning abilities
8. Demonstrated leadership in team building
9. Working knowledge of standard office software

Primary Responsibilities

Administration

- Develop an annual Para Nordic Operations Plan to align with the XCSO Strategic Plan
- Assist with Para Nordic grant submissions and budget development
- Administer the AWAD Program budget



- Report on Para Nordic key performance indicators
- Publish regular communications to athletes, coaches, and clubs
- Liaison with Nordiq Canada PN
- Serve as secretariate for the Para Nordic Committee

Capacity Building

- Coordinate professional development opportunities for coaches and clubs in consultation with the XCSO Coaching & Officials Coordinator
- Provide Lead leadership including mentoring new AWAD Coaches
- Oversee equipment acquisition and management
- Oversee and assist with the recruitment of coaches
- Develop and deliver programs to increase club Para Nordic programs
- Assist ski clubs/facilities in recruiting and training guide skiers
- Develop resources to assist clubs in providing Para Nordic programs and integrating AWAD into club development programs where feasible
- Champion integration and inclusion of Para Nordic athletes

Talent Identification and Grassroots

- Partner with other para specific organizations in hosting recruitment initiatives and talent identification session
- Oversee the delivery of regional first contact programs

Athlete Development

- Monitor identified athletes. Ensure that identified athletes have a personal Lead, a year training plan (YTP), access to Integrated Support Teams, and race support while competing at races where they are on the provincial team.
- Conduct gap-analysis on identified athletes and implement strategic and efficient resources to address athlete needs
- Assist in the development and implementation of the Para Nordic High Performance Pathway
- Develop Para Nordic policy in consultation with the Technical Director and appropriate committees
- Plan, coordinate, and deliver all Para Nordic training camps in consultation with the Technical Director and High Performance Committee
- Assist with the drafting and development of selection documents, high performance plans, and monitoring mechanisms
- Lead Para Nordic athletes as requested and serve as Para Nordic provincial Lead
- Attend key competitions, training camps, and provincial talent identification events

Competition

- Develop and promote a Para Nordic race schedule
- Oversee the development of Para Nordic technical guides for race directors
- Organize and lead team trips to District Series and Ontario Cup races, Ontario Winter Games, Para Sport Games, the national championships
- Lead the Para Nordic team at Canada Winter Games.



Application deadline: March 21, 2022

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

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

Email documents as a single PDF with the subject line "Para Nordic Lead" to: admin@xcskiontario.ca