Cross Country Ski Ontario

Cross Country Ski Ontario supports the development and enjoyment of cross country skiing for everyone from the recreational skier to those pursuing competitive excellence

Members

Engaged & Inspired
Athletes
Enthusiastic & Skilled
Volunteers
Exceptional & Qualified
Coaches
Competent & Supported
Boards of Directors

Leadership

Strengthen XCSO capacity, governance, and systems to better support clubs and participants

Excellence

Ensure that Ontario athletes, coaches, officials, wax technicians and event hosts are consistently recognized as among Canada's best

Governance

XCSO has the necessary funding to offer excellent and enhanced programs to members

Community

Cultivate a diverse and inclusive community of skiers

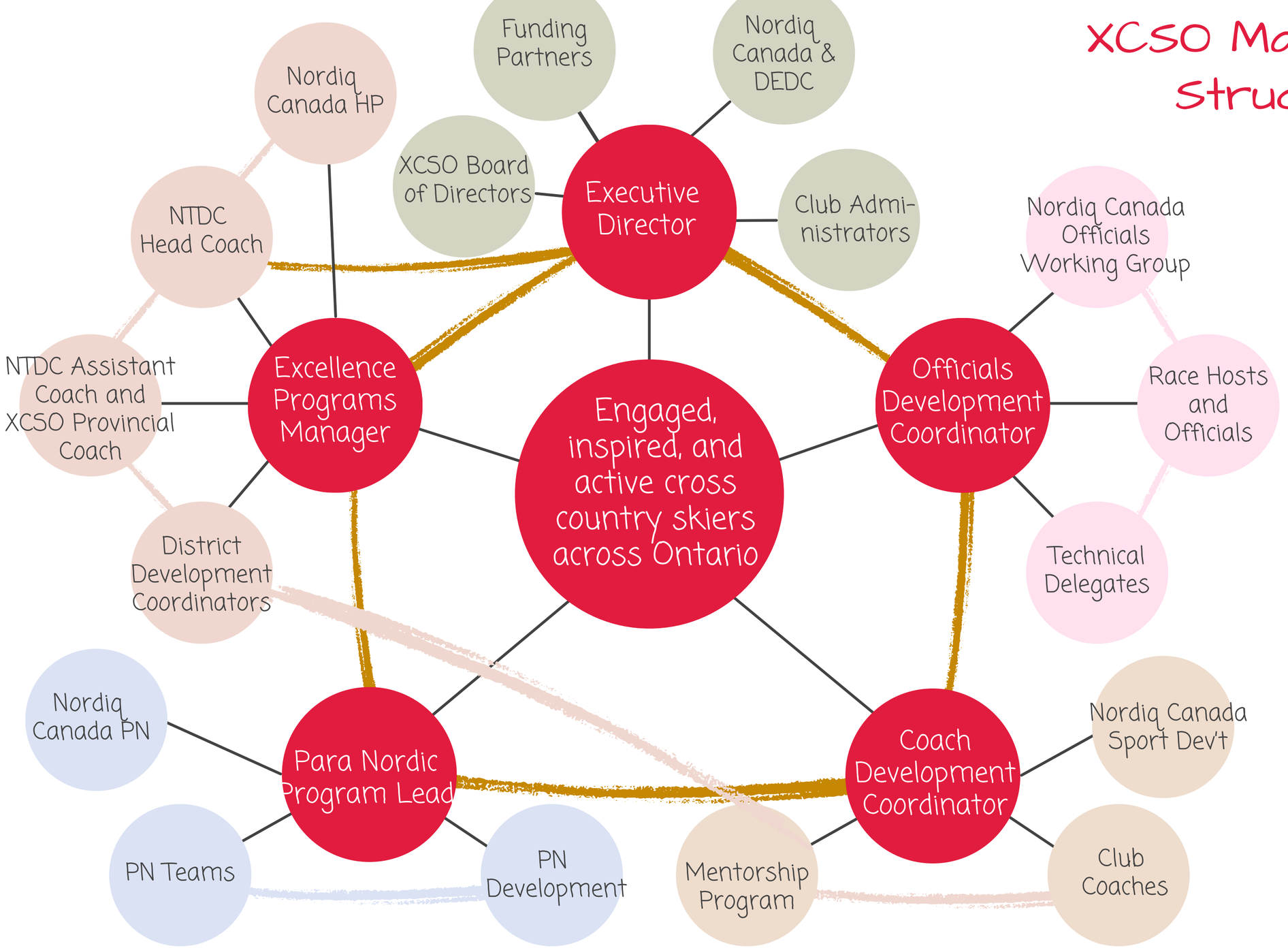
Community

Support a safe and inclusive culture within cross country skiing

Community

Volunteers are trained, inspired and acknowledged for their contriubtion to the sport

XCSO Matrix Org Structure



Cross Country Ski Ontario

Current Staff

Role	Reports To	FTE	3 Line JD
Executive Director - Stephanie Marler	Board of Directors	1.0	• Oversees the operations and achieves the goals and objectives of the organization • Facilitates open, effective communication and dialogue to ensure a strong, integrated organization driven by a focussed and shared vision • Responsible for the administration of all services and programs, management of finances, administrative programs, promotion and communication
Coach and Officials Development Coordinator - Katja Mathys	Executive Director	0.5	• Oversees the management of all coach and officials development programming within the goals and objectives of the organization • Facilitates educational and professional development of coaches oand officials in Ontario • Strong focus on competency based training and education to ensure an integrated community driven by a focussed and shared vision
Excellence Programs Manager - Alex Roger	Executive Director	0.5	• Oversees the management of the XCSO Excellence programming, including Para Nordic programming within the goals and objectives of the organization • Manages and oversees the OHPSI program for HP athletes in Ontario • Evaluates and recommends opportunities for NTDC integration into XCSO's high performance pathway

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Current Staff

Role	Reports to	FTE	3 Line JD
NTDC Head Coach - Timo Puiras	XCSO Executive Director	1.0	• Manage, coach, and train athletes accepted to the NTDC Thunder Bay • Provide support for athlete and coach development through regional outreach projects • Liaison: Other Training Centers, NST, Nordiq Canada, XCSO • Lead NTDC training camps and competitive trips and serve as support coach for NST as required • Encourage the development of NTDC Thunder Bay
Para Nordic Lead - Jennifer Niesen	Executive Director	0.5	• Works directly with the HP Program Manager to ensure aligned delivery of Team Ontario programming • Oversees Para Nordic development programming to achieve the goals and objectives of the organization. • Provides leadership to coaches, clubs, and athletes through programs and initiatives intended to increase participation and support the development of a pathway for para nordic athletes.
District Development Coordinators	Executive Director	0.25 each	• Currently only have 1 in NOD. Provides support to athletes without consistent DTE at the club level through numerous camp opportunities and outreach. • Once other hires are complete, determine best use of DDCs.
Non Permanent Part-Time Contracts	Executive Director	Fixed Contract	• Roller Ski Fleet Manager • NTDC Equipment Manager • Bookkeeper • Materials and XCSO Store Manager • Travel Agent

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Recruiting

Role	Reports To	FTE	3 Line JD
XCSO Provincial Coach TBD	Executive Director	0.25	• Organize and deliver Team Ontario Excellence Camps, and support Ontario athletes where required • Work with HP Program Manager and Coach Development Coordinator to increase coach capacity in the districts • Work with existing District Development Coordinators to support district athletes
NTDC Assistant Coach TBD	XCSO Executive Director	.75	Supervised by NTDC Head Coach • Work with the NTDC Head Coach in the delivery of programming • Provide DTE coaching to NTDC athletes; • Travel with the team to camps and competitions when required • Plan and organize camp and competition bookings
XCSO SEO - TBD	Executive Director	3 month	• MTCS Summer Employment Opportunity • Grant for a Communications Intern

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